



CANADA

THE

LABOUR GAZETTE

Vol. I

DOMINION OF CANADA

THE LABOUR GAZETTE

ISSUED BY

THE DEPARTMENT OF LABOUR

BY ORDER OF PARLIAMENT

1900

60TH ANNIVERSARY

1960



THE

LABOUR
GAZETTE

Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LX

No. 9

SEPTEMBER 30, 1960

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor
W. S. Drinkwater

Editor, French Edition
Guy de Merlis

Assistant Editor
W. R. Channon

Circulation Manager
J. E. Abbey

Vol. LX, No. 9	CONTENTS	September 30, 1960
	Employment Review	873
	Collective Bargaining Review	886
	Notes of Current Interest	892
	House of Commons Debates of Labour Interest: A Guide ..	895
	60th Anniversary	896
	1960 Report, Unemployment Insurance Advisory Committee	902
	Industrial Health and Safety Legislation, 1960	905
	Participation of Women in Trade Unions	909
	Study Refutes Argument against Hiring Older Workers	910
	50 Years Ago This Month	912
	Teamwork in Industry	913
	Industrial Relations and Conciliation:	
	Certification Proceedings	914
	Conciliation Proceedings	923
	Canadian Railway Board of Adjustment No. 1	934
	Labour Law:	
	Legal Decisions Affecting Labour	939
	Recent Regulations under Provincial Legislation	945
	Unemployment Insurance:	
	Monthly Report on Operations	947
	Decisions of the Umpire	948
	Labour Conditions in Federal Government Contracts	951
	Prices and the Cost of Living	956
	Publications Recently Received in Department's Library	958
	Labour Statistics	961

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Manpower Situation

The estimated number of persons with jobs in August was 6,301,000, which represents a slight rise from the previous month after allowing for seasonal movements. With this moderate improvement, employment was back to the level of last spring—the highest point reached in the irregular advance that has been in progress for more than two years.

Most of the increase during the month was in manufacturing and trade. Food-processing industries in particular hired large numbers of women workers as fruit and vegetable crops in Ontario and Quebec reached maturity. At the same time, however, most of the automobile and parts industry was closed down for model changeover. These temporary plant shutdowns were reflected in an increase in the number of workers on temporary layoff and in the number of jobseekers in Ontario.

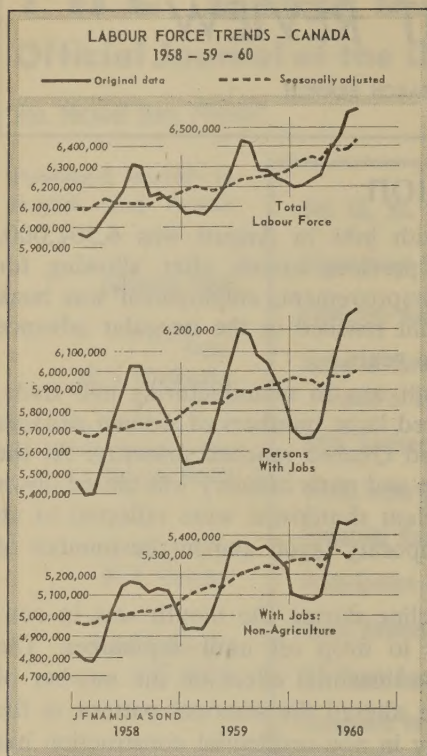
The most noticeable employment decline during the month was in construction, which does not normally start to drop off until September. The reduced level of housebuilding has had a substantial effect on the number of workers employed this year and may have altered the seasonal pattern in the industry. Most reports indicate that activity in non-residential construction has held up well so far this year.

These industrial changes resulted in an unequal distribution of demand for men and women workers. The employment increase during the month was among women; the number of men employed actually decreased slightly. As is often the case, most of the women who were hired came from outside the labour force and not from the unemployed. Many of the men who were laid off, on the other hand, stayed in the labour force, to increase the number of unemployed.

The estimated number seeking work in August was 322,000, an increase of 11,000 from the previous month. Such an increase is not unusual at this time of year. As a rule, the level of unemployment changes by less than 5 per cent over the July-September period before rising seasonally. It is likely, therefore, that the ratio of workseekers to the labour force will not fall much below the 4.9 per cent of August, a rate considerably higher than last year.

Review of Labour Market Developments, 1959-60

The labour force has been growing at an increasing rate this year, after making relatively modest gains during 1958 and 1959. In August, the total was about 198,000 higher than a year ago, a gain of 3 per cent. This was close to the annual increase in 1957, a year of unusually heavy immigration. The labour force growth this year was achieved without any significant increase in immigration.



Employment has moved ahead in a somewhat uneven fashion this year: a large increase this spring, and very little change since. In August, the number of persons with jobs was about 115,000 higher than a year earlier. All of the employment expansion was in non-farm industries, and women accounted for more than four-fifths of the over-all gain. Farm employment continued its long-term decline this year, although the rate appears to have slowed down during the third quarter. The number of persons with farm jobs in the Prairie region was actually higher this summer than in 1959. This is in marked contrast to the substantial declines of most postwar years.

Unemployment was higher than last year through the spring and summer months, the margin increasing steadily as job opportunities failed to keep pace with the growth of the labour force. Over the year, the largest increases have been in British Columbia, Ontario, Quebec and the Prairies, in that order. Unemployment in the Atlantic region changed very little during the past year.

The accelerated growth of the labour force stemmed mainly from an unusually large number of female entrants; they accounted for 57 per cent of the total gain over the year. The year-to-year increase of 113,000 in the female labour force was a more-than-proportionate gain and was much larger than in any previous 12-month period. During the past seven years the average annual increase in the number of women in the labour force was only about half this amount. Much of the growth in the labour force can be attributed to the demand for women workers in services and trade. There has been little appreciable change in the growth rate of the adult female population.

Except for persons 65 and over, all age groups shared in the expansion of the female labour force. Almost half of the increase was among women in the 45-64 age group, a considerably higher proportion than in most years, even when age shifts in the population are taken into account. Women in this age group form probably the largest labour reserve; only about one quarter of this age group participate actively in the labour market. It is not surprising, therefore, that the increasing demand for female workers has attracted a considerable number of persons into the labour market who would have remained outside the labour force under more stringent employment conditions.

The 25-44 year age group accounted for a little less than one-quarter of the increase in the female labour force. Only about 28 per cent of the females in this age group are in the labour force, but more than in other groups are fully

occupied at home, so that the potential reserve is smaller than in the 45-64 group. Women under 25 also accounted for a relatively small part of the increase, partly because of a drop in participation of teen-age girls.

(Estimates in Thousands)

	August 1960	August 1959	Change
The Labour Force			
<i>Total</i>	6,623	6,425	+198
14-19 years	800	775	+ 25
20-24 years	824	799	+ 25
25-44 years	2,944	2,892	+ 52
45 years and over	2,055	1,959	+ 96
<i>Males</i>	4,928	4,843	+ 85
14-19 years	482	466	+ 16
20-24 years	543	538	+ 5
25-44 years	2,279	2,258	+ 21
45 years and over	1,624	1,581	+ 43
<i>Females</i>	1,695	1,582	+113
14-19 years	318	309	+ 9
20-24 years	281	261	+ 20
25-44 years	665	634	+ 31
45 years and over	431	378	+ 53
Persons With Jobs			
<i>Total</i>	6,301	6,186	+115
14-19 years	723	716	+ 7
20-24 years	773	757	+ 16
25-44 years	2,826	2,807	+ 19
45 years and over	1,979	1,906	+ 73
<i>Males</i>	4,659	4,645	+ 14
14-19 years	429	425	+ 4
20-24 years	499	503	- 4
25-44 years	2,176	2,183	- 7
45 years and over	1,555	1,534	+ 21
<i>Females</i>	1,642	1,541	+101
14-19 years	294	291	+ 3
20-24 years	274	254	+ 20
25-44 years	650	624	+ 26
45 years and over	424	372	+ 52

Persons Without Jobs and Seeking Work

<i>Total</i>	322	239	+ 83
14-19 years	77	59	+ 18
20-24 years	51	42	+ 9
25-44 years	118	85	+ 33
45 years and over	76	53	+ 23

The total male labour force showed an increase of 1.8 per cent during the past 12 months, compared with a gain of 1.3 per cent in the preceding 12-month period. This advance stemmed in part from the fact that a larger proportion of adult men participated in the labour force. The rates were substantially higher than a year ago among persons 25 and over and slightly lower than a year ago in the younger age groups. Participation rates for men in the 25-44 age group increased most noticeably, from 95.6 to 98.1.

Employment gains this year have been almost entirely confined to the service-oriented industries. In the goods-producing industries total employment in August was lower than a year ago as losses in construction and manufac-

turing more than offset an increase in forestry. Employment in mining showed virtually no change over the year despite the considerable drop in uranium and coal mining.

The service industry has grown at a remarkable rate during the past year. Employment in August was about 124,000 higher than a year ago, which represents a gain of 9.4 per cent. About two thirds of the increase was among women. Employment expansion in trade, finance, insurance and real estate resulted in a net gain of 39,000 during the past year, about the same increase as in the preceding 12-month period.

Employment in the construction industry was some 47,000 lower in August than a year ago. The decline over the year was fairly general across the country, reflecting the generally lower level of housebuilding activity. Housing starts in the first eight months showed a decline of 35 per cent from the corresponding period in 1959. Non-residential construction appears to have held up fairly well and the outlook for this sector of the industry was generally strong. The value of contracts awarded during the first seven months was substantially higher than last year for all major types of non-residential construction. Contracts for engineering construction registered a most marked improvement.

Weaknesses have developed in certain parts of manufacturing during the past year, resulting in fairly widespread reductions in employment. Total manufacturing employment in August was estimated to be about 14,000 lower than a year ago. Durable goods industries accounted for most of this decline. The largest staff reductions occurred in iron and steel products, transportation equipment, wood, leather and rubber products. Employment in almost all of the iron and steel products industries showed a year-to-year decline, but was nonetheless almost uniformly higher than two years ago. Aircraft and aircraft parts and railway rolling stock were mainly responsible for the employment decline in the transportation equipment industry. The employment situation in the automotive industry has been obscured by temporary shutdowns for model changeover. The slowdown in automobile production occurred somewhat earlier this summer than usual, after a fairly brisk first and second quarter.

Employment in non-ferrous metals, chemicals and paper products strengthened somewhat during the past year. In non-ferrous metals the employment gains in aluminum products and smelting and refining were more than enough to offset substantial losses in brass and copper products.

The number of persons without jobs and seeking work was 322,000 in August, an increase of 83,000 over the year. The year-to-year increase in unemployment was mainly among men. Male job-seekers in August numbered 269,000, which was 71,000 higher than a year ago. Men in all age groups shared in the increase but the greatest relative gain was among persons 45 and over. Men between 20 and 24 showed the smallest percentage rise. This group normally accounts for the smallest number of jobseekers.

The number of women seeking work in August, accounting for 13 per cent of the total, showed an increase of 12,000 over a year ago. Teen-age girls figured most prominently in the increase. Unemployment is normally highest in this age group.

Of the total jobseekers in August, 93,000 had been seeking work for less than a month, 128,000 for one to three months, 48,000 for four to six months and 53,000 for more than six months.

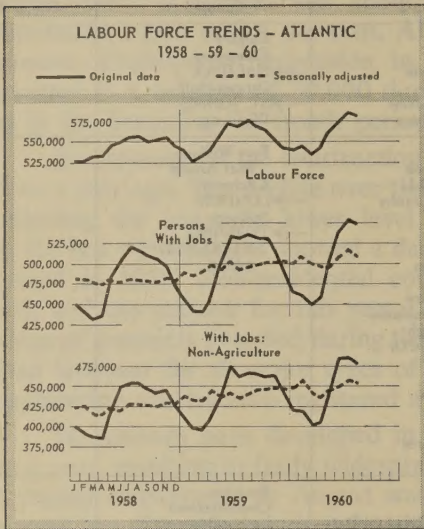
CLASSIFICATION OF LABOUR MARKET AREAS—AUGUST 1960

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	Hamilton Montréal Québec-Lévis Toronto Vancouver-New Westminster	Calgary Edmonton → HALIFAX Ottawa-Hull → ST. JOHN'S Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Oshawa	Brantford → Corner Brook → CORNWALL Farnham-Granby Guelph Joliette Kingston Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Saint John Sarnia Shawinigan Sherbrooke Sydney Trois-Rivières Victoria	Fort William- Port Arthur Kitchener → LONDON Sudbury → TIMMINS- KIRKLAND LAKE	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		Barrie Chatham RIVIÈRE-DU-LOUP ← Thetford-Mégantic- St. Georges	Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Belleville-Trenton Brampton Bridgewater Campbellton Central Vancouver Island Chilliwack Drummondville Fredericton Lindsay Newcastle Okanagan Valley Owen Sound PEMBROKE ← Prince George Rimouski STE. AGATHE- ST. JEROME ← St. Hyacinthe St. Jean ST. STEPHEN ← Sorel Valleyfield Victoriaville	Bathurst Beauharnois Bracebridge Cranbrook Dauphin Dawson Creek Drumheller Edmundston Galt Gaspé Goderich Grand Falls Kamloops Kentville Kitimat Lachute- Ste. Thérèse Listowel Medicine Hat Montmagny North Bay Portage la Prairie Prince Rupert → QUEBEC-NORTH SHORE St. Thomas → SAULT STE. MARIE → SIMCOE Stratford → SUMMERSIDE Swift Current Trail-Nelson → TRURO Walkerton Weyburn Woodstock, N.B. Woodstock- Tillsonburg Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 983.

Manpower Situation in Local Areas

ATLANTIC



The Atlantic region witnessed a modest revival in economic activity this summer after almost a year of very little change. From May to August the number of persons with jobs rose by some 48,000, compared with an average increase of 31,000 during the corresponding period of the past ten years. Forestry and construction were mainly responsible for the employment strengthening this summer. The trade and service industries also expanded somewhat more than seasonally, though the rate of growth was considerably lower than for the country as a whole. Manufacturing employment showed little over-all change, with a mixture of gains and losses among individual industries.

Forestry employment in July and August averaged more than one third higher than in the same period last year and more than one fourth higher than two years ago. The increase in job opportunities appears to have been entirely confined to pulpwood logging. Lumbering activity showed a declining trend, reflecting a slowdown in residential construction. Forest fires, which began interrupting logging operations toward the end of August, caused considerable damage to tree stands in all four provinces in the region. However, except in Newfoundland and the Shelburne area in Nova Scotia, the fires were under control by mid-September.

Increased activity in non-residential construction this summer has more than made up for a decline in housebuilding. Highway and street construction reached a notably higher level than last year, particularly during the early part of the summer. Housebuilding activity during July and August was well below the previous year.

Shipbuilding and pulp and paper mills have shown some employment strengthening during recent months. However, the employment situation in railway rolling stock and iron and steel industries weakened between the second and third quarter. In other parts of manufacturing employment changes followed the usual seasonal pattern.

Coal mines in Nova Scotia continued to experience periodic shutdowns this summer as increasing competition from other fuels reduced the demand for coal. The first of a series of shutdowns began in the summer of 1958 and indications are that periodic shutdowns will continue during the next few months.

Total unemployment in the region showed little year-to-year change, though in certain areas it was higher than in 1959. At the end of August the classification of the 21 areas in the region was as follows (last year's figures in brackets): in moderate surplus, 10 (4); in balance, 11 (17).

Local Area Developments

St. John's (metropolitan): Group 3. The harbour development project has boosted construction employment in this area. Most construction contracts in Goose Bay were nearly completed at the end of August but job prospects remained fairly bright as a large housing project was scheduled to get underway early in September. Total employment in the area was slightly higher this summer than last year.

Halifax (metropolitan): Group 3. Housebuilding activity has held up better in this area than in other parts of the region; during the first six months of 1960, starts were 9 per cent higher than in the previous year. Manufacturing employment was maintained at a fairly high level this summer. The only sizeable layoff in manufacturing occurred at the Dartmouth shipyards, where 150 workers were released in July after the completion of several refit jobs. Total employment in August was slightly higher than last year, with small gains in trade and service.

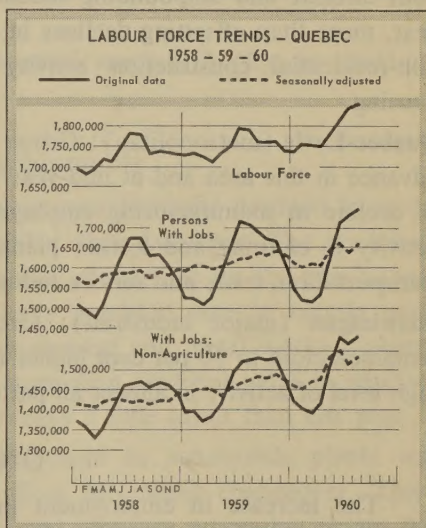
QUEBEC

This year the employment increase in Quebec has been greater than seasonal. Most of this expansion occurred during the second quarter of the year; some levelling off was apparent in the third quarter. The increase in job opportunities occurred in industries employing relatively large numbers of female workers. Between March and August the number of women employed rose by almost 10 per cent, more than double the long-term average.

Employment on farms showed the usual rise but in August was down 23,000 from a year earlier. In non-farm activities employment was some 63,000 higher in August than a year earlier. Much of the over-all increase was in the trade, finance and service industries, which have a fairly heavy concentration of female workers.

Labour requirements in pulpwood logging strengthened appreciably during the summer and by August employment was one-third higher than last year. In mining, employment has shown little non-seasonal change so far this year after a fairly rapid recovery in 1959.

Manufacturing employment showed a smaller expansion between the second and third quarter this year than in 1959, mainly because of a drop in certain non-durable goods industries. Employment in the clothing and leather goods industries in the March-August period was markedly lower than in 1959. There were offsetting gains, mainly in the food and beverage, transportation equipment and non-ferrous metal products industries. The aircraft and shipbuilding industries were particularly busy. Production of aluminum reached close to capacity levels during the second quarter of the year and employment was substantially higher than in 1959.



Total construction employment in the March-August period moved close to the level of the previous year. Although residential construction activity showed little improvement from the low level of the second quarter, strong non-residential construction activity maintained employment at a high level.

Unemployment remained higher than last year, with the increase concentrated mainly among male workers. The increase in unemployment was widely distributed, affecting most of the labour market areas of the region. At the end of August the labour market area classification was as follows (last year's figures in brackets): in moderate surplus, 19 (11); in balance, 5 (13).

Local Area Developments

Montreal (metropolitan): Group 2. Total industrial employment showed very little change during the summer. In manufacturing a lower level of employment in clothing, leather and tobacco industries was offset by gains in food and beverage, printing, chemical and transportation equipment plants. In the latter, both aircraft and shipbuilding industries showed employment gains over the year, more than offsetting declines in the railway rolling stock sector. Increased non-residential construction activity nearly counterbalanced the decline in housing.

Quebec-Levis (metropolitan): Group 2. Industrial employment showed a strong advance in this area and at mid-year was 2 per cent higher than a year earlier. A decline in manufacturing employment, caused mainly by a lower level of activity in clothing and leather plants, was more than offset by a gain in the transportation, trade and service industries.

Shawinigan (major industrial): Group 2. Employment during the summer remained close to 10 per cent higher than a year earlier owing to the continuing high level of activity in almost all parts of this area's industrial complex.

ONTARIO

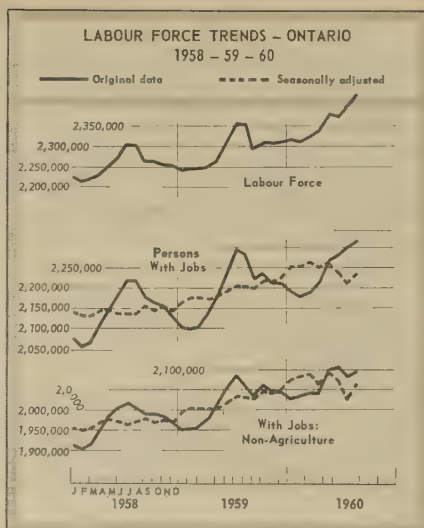
The increase in employment in Ontario between the second and third quarter was much less than in the previous five years, for both males and females. This development stems partly from a relatively early changeover period in the automobile industry; plants in Oshawa, Windsor, Oakville and St. Catharines all began slowing down about a month earlier than usual. Declines in textiles and electrical apparatus and supplies were also responsible for some staff reductions in manufacturing. In addition, residential construction remained at a low level, adversely affecting employment among the suppliers and producers associated with housing. Slight employment declines occurred also in the transportation, storage and communication industry; the logging and lumbering industry continued at a normal pace and most mines operated at a stable level.

The number of persons with jobs in August was 31,000 higher than a year earlier, a somewhat smaller margin than in most previous months of this year. The make-up of this increase differed markedly from the usual pattern.

All of the gain is attributable to the increasing number of women entering the labour force, mainly into the trade and service industries. Men's employment, on the other hand, is down slightly from a year ago, owing to declines in most goods-producing industries.

Employment in agriculture has followed the usual seasonal pattern. In August the estimated number with farm jobs was 220,000, about the same as a year earlier.

There was some improvement from the second quarter in the level of unemployment but the estimate remained higher than that of last year. In August, the area classification of the 34 labour market areas in the region was as follows (last year's figures in brackets): in substantial surplus, 2 (2); in moderate surplus, 16 (7); in balance, 16 (25).



Local Area Developments

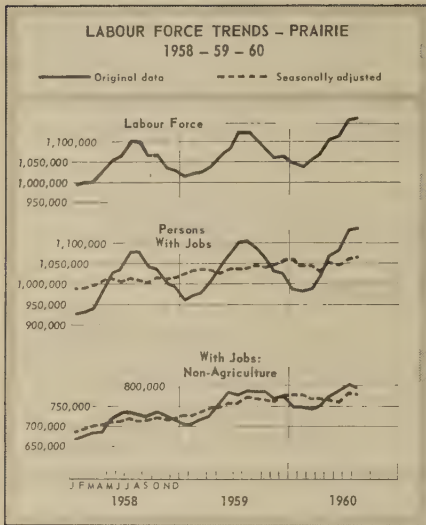
Toronto (metropolitan): Group 2. Although unemployment declined from the second quarter, it remained somewhat higher than last year. The continued low level of residential construction was mainly responsible for the year-to-year increase in unemployment. Weaknesses have persisted also in certain parts of manufacturing, notably transportation equipment and metal working plants. The trade and service industries showed more than seasonal gains in employment. Total employment in the area is currently a little lower than last year.

Windsor (metropolitan): Group 1. Employment in automobile plants was greatly reduced in the third quarter to allow for model changeover. There was also a decrease in employment in food and beverage processing plants, but the number of those employed in the trade and service industries showed improvement. Total employment was down about 6 per cent from a year earlier.

Hamilton (metropolitan): Group 2. After a summer improvement, registrations for employment at the National Employment Service office in Hamilton rose in August. This development reflects further employment reductions in agricultural implement and electrical apparatus plants, and also a slowdown of operations at Studebaker-Packard for retooling. Other industries, notably iron and steel and construction, operated at stable levels. Total employment in the area was at about the same level as a year earlier.

Brantford (major industrial): Group 2. There was a continuing reduction of staff by the agricultural implement plants and slackness existed in other parts of the iron and steel industry. On the other hand, construction continues ahead of 1959.

PRAIRIE



After a strong seasonal upswing from the second to the third quarter, the number of persons with jobs in the Prairie region was estimated at 1,137,000 in August. This was 30,000 higher than in August 1959, and in year-to-year terms it compares favourably with last April, when the gain from the preceding April amounted to only 6,000. Most of this year-to-year improvement occurred in agriculture, in which employment was 15,000 lower than a year earlier in April but 20,000 higher in August. On the other hand, the estimate of 797,000 in non-agricultural industries marked a gain of only 10,000 from the corresponding month of 1959; the year-to-year gain was down from a figure of more than 40,000 early in 1960.

Hot, dry weather in mid-summer caused some downward revisions of earlier crop forecasts. At harvest time a crop about equal to the average of the past 10 years was anticipated.

The number of housing units under construction at the beginning of August was 34 per cent less than a year earlier, and this reduction in residential construction was instrumental in holding construction employment 5 to 10 per cent below year-earlier levels. Some large projects, however, imparted offsetting strength to construction and associated activities. Under construction were gas and oil gathering pipelines, distributing systems, and pumping stations, and also four hydro projects—on the Brazeau River in Alberta, at Outlook and Squaw Rapids in Saskatchewan, and at the Grand Rapids in Manitoba.

At the beginning of the third quarter manufacturing employment was down about 4 per cent from a year earlier. The losses were widely distributed, with the heaviest reduction in iron and steel products, transportation equipment, and products of petroleum and coal. Transportation also engaged fewer workers than in 1959, partly owing to the consolidation of railway maintenance shops that accompanied the change from steam to diesel locomotion. Oil drilling and mining held generally steady except for the closure of a uranium mine in northern Saskatchewan.

Offsetting employment gains were registered in the non-goods-producing industries. Services, trade, and finance all gained substantially to bring about an increase of 1.3 per cent in non-agricultural employment from the year-earlier August level.

Unemployment dropped seasonally during the second quarter, then remained relatively stable well above the year-earlier levels. In all 20 labour market areas the demand and supply of labour were in balance at the end of August, the same as a year earlier.

Local Area Developments

Edmonton (metropolitan): Group 3. A substantial decline in housebuilding resulted in a surplus of construction workers. Food and beverages manufacturing and iron and steel products also showed some declines from a year earlier.

Calgary (metropolitan) and **Saskatoon** (major agricultural): Group 3. Improved business and institutional construction combined with a relatively small decline in housebuilding brought construction employment in the current year above year-earlier levels. This improvement, along with steady gains in trade and services, offset some loss in manufacturing to raise total employment in these two centers well above the 1959 levels.

Fort William-Port Arthur (major industrial): Group 3. Employment in shipbuilding and the bus and aircraft plant was lower than in mid-1959, but waterfront transportation activity was at about the same level. Employment in logging and in pulp and paper mills in the area immediately north and west of Lake Superior was ahead of year-earlier levels through the seasonal low early in the second quarter and after the seasonal upswing late in the second quarter.

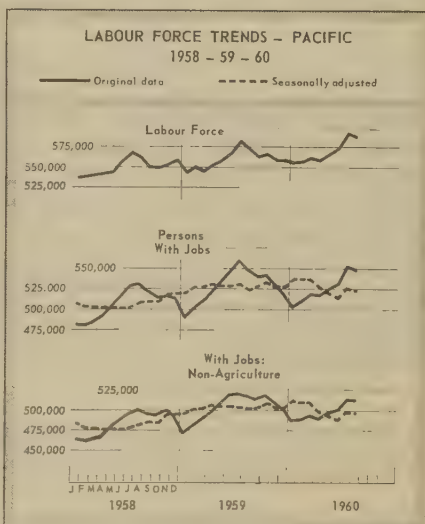
PACIFIC

In August the estimate of persons with jobs in the Pacific region, at 548,000, was about even with the estimate of a year earlier. This marked some improvement over the end of the second quarter, when the estimate was 16,000 lower than a year earlier, but compared unfavourably with the first quarter, when the estimate was substantially higher than at the same time in 1959. In year-to-year terms a substantially higher number were employed in agriculture in August; in non-agricultural industries there were fewer workers employed.

A sharp increase occurred in the farm work force in July as men were hired to harvest moderately heavy fruit and vegetable crops; in August the work force dropped back toward normal levels as summer work was completed. In the fishing industry catches were generally good but herring fishing and whaling were discontinued because of unfavourable market conditions.

Bridge and highway building contributed the main support to construction. There was, however, some weakness in commercial and business building and a sharp drop in housing, where the number of units under construction at the end of July was 38 per cent lower than a year earlier. The over-all year-to-year drop in construction employment in mid-1960 amounted to almost 10 per cent.

Buoyant employment levels were maintained in pulp and paper production through the first three quarters of the current year. Logging and sawmilling were also extremely active in the early part of the year, but near the end of the second quarter the demand for lumber dropped off, mainly owing to reduced housebuilding in the United States and Canada. Shingle mills and plywood



plants were also affected, and several shutdowns occurred. Dry weather in mid-summer resulted in a large number of forest fires, and forest closures halted activity in the woods in many parts of the region. Firefighting provided temporary employment at this time. In mid-August rains allowed the resumption of work, but owing to market conditions, the expansion in employment fell somewhat short of earlier levels.

In manufacturing, shipyards continued to release workers and fish canneries operated at levels lower than last year. The heavy bridge and roadbuilding programs provided generally favourable employment opportunities in steel fabrication plants and machine shops but enterprises supplying the housebuilding and logging industries were affected by weaknesses in those industries.

Mining employment was sustained at favourable levels through the early and middle part of 1960 except in coal mines, which showed a 20-per-cent loss at mid-year from the same time in 1959. The service industries also expanded somewhat, although employment in trade showed little change.

After a slight seasonal decline early in the year unemployment remained stable through the second quarter and into the third quarter, at a much higher level than the corresponding months of 1959. At the end of August the 11 labour market areas were classified as follows (last year's figures in brackets): in moderate surplus, 6 (3); in balance, 5 (8).

Local Area Developments

Vancouver-New Westminster (metropolitan): Group 2. A heavy drop in housebuilding was largely responsible for a 15-per-cent drop in construction employment from year-earlier levels, and manufacturing was also down from last year. Employment held steady at high levels in waterfront transportation through the first three quarters of this year.

Victoria (major industrial): Group 2. Layoffs in plywood production and shipyards offset a brisk demand for personnel in the tourist industry so that employment conditions remained generally less favourable in the third quarter than a year earlier.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	August 1960	August 1959	August 1960	August 1959	August 1960	August 1959
Metropolitan.....	1	1	5	2	6	9
Major Industrial.....	1	1	20	12	5	13
Major Agricultural.....	—	—	4	1	10	13
Minor.....	—	—	22	10	36	48
Total.....	2	2	51	25	57	83

Current Labour Statistics

(Latest available statistics as of September 15, 1960)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Aug. 20	6,623,000	+ 0.5	+ 3.1
Persons with jobs.....	Aug. 20	6,301,000	+ 0.3	+ 1.9
Agriculture.....	Aug. 20	820,000	0.0	- 0.5
Non-Agriculture.....	Aug. 20	5,481,000	+ 0.4	+ 2.2
Paid Workers.....	Aug. 20	5,065,000	+ 0.7	+ 2.0
Usually work 35 hours or more.....	Aug. 20	5,940,000	+ 0.2	+ 1.2
At work 35 hours or more.....	Aug. 20	5,287,000	+ 4.4	+ 1.2
At work less than 35 hours, or not at work due to short time & turnover.....	Aug. 20	67,000	+ 11.7	+ 26.4
for other reasons.....	Aug. 20	557,000	- 29.0	- 2.3
Not at work due to temporary layoff.....	Aug. 20	29,000	+ 61.1	+ 61.1
Usually work less than 35 hours.....	Aug. 20	361,000	+ 2.0	+ 13.2
Without jobs and seeking work.....	Aug. 20	322,000	+ 3.5	+ 34.7
Registered for work, NES				
Atlantic.....	Aug. 18	30,500	- 4.4	+ 17.3
Quebec.....	Aug. 18	107,400	- 7.9	+ 31.0
Ontario.....	Aug. 18	143,900	+ 5.0	+ 34.2
Prairie.....	Aug. 18	37,300	- 11.0	+ 28.2
Pacific.....	Aug. 18	44,800	- 3.2	+ 29.5
Total, all regions.....	Aug. 18	363,900	- 2.6	+ 30.5
Claimants for Unemployment Insurance be- nefit.....	July 29	294,137	- 0.8	+ 30.2
Amount of benefit payments.....	July	\$19,702,607	- 26.6	+ 35.6
Industrial employment (1949=100).....	June	122.8	+ 3.3	- 0.6
Manufacturing employment (1949=100).....	June	112.1	+ 1.4	- 1.8
Immigration.....	1st 6 mos.	58,041	-	+ 1.7
Destined to the labour force.....	1st 6 mos.	30,845	-	+ 4.4
<i>Strikes and Lockouts</i>				
Strikes & lockouts.....	August	42	+ 13.5	- 10.6
No. of workers involved.....	August	10,958	+116.3	- 71.7
Duration in man days.....	August	129,180	+242.0	- 80.7
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	June	\$75.67	+ 0.4	+ 2.7
Average hourly earnings (mfg.).....	June	\$1.78	- 0.6	+ 3.5
Average hours worked per week (mfg.).....	June	40.4	+ 0.7	- 1.5
Average weekly earnings (mfg.).....	June	\$72.07	+ 0.5	+ 2.0
Consumer price index (av. 1949=100).....	August	127.9	+ 0.3	+ 1.2
Real weekly earnings (mfg. av. 1949=100)....	June	135.4	+ 0.6	+ 0.7
Total labour income.....\$000,000	June	1,586	+ 3.4	+ 3.7
<i>Industrial Production</i>				
Total (average 1949=100).....	July	161.5	- 7.5	- 0.4
Manufacturing.....	July	143.7	- 9.2	- 1.7
Durables.....	July	140.4	- 10.5	- 6.2
Non-Durables.....	July	146.6	- 7.3	+ 2.4

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 983.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

The highlight of the industrial relations picture in Canada during August was the release of the Milvain conciliation board report containing recommendations for settlement of the dispute between the railways and the non-operating unions. Another important development was the strike called by the United Steelworkers that closed down 10 of Dominion Bridge Company's 14 plants across the country.

Collective bargaining during the month ended in the signing of a number of new agreements. Of special interest were a settlement on the West Coast that made provision for the effects of automation on the jobs of longshoremen and a settlement in Montreal that provided for a substantially reduced work week combined with increased pay for workers in the ladies garment industry. Also in Montreal, civic employees were preparing to open negotiations with City Council for the renewal of their one-year collective agreement.

The situation in Canada's largest single labour dispute, between the **railways** and their **non-operating employees**, remained unresolved with the release of the conciliation board reports (full texts of the reports will be published in the October issue). The majority report, signed by the chairman and the union nominee, recommended a wage increase of approximately 14 cents an hour for the 118,000 employees, in a two-year agreement to terminate December 31, 1961. The hourly increase would be made up of 2 cents an hour retroactive to January 1, 1960, 5 cents an hour on September 1, and a 4-per-cent increase, calculated on the wage rates in effect immediately prior to January 1, 1960, to take effect on May 1, 1961. It was further recommended that the provisions for vacations with pay be modified to provide four weeks annual vacation after 25 years of service rather than after 35 years as now provided. The report rejected the railways' request for a 10-cent charge for the handling of the check off of union dues.

A key issue in the negotiations was the selection of an acceptable standard of measurement to relate the wages of non-operating employees to those of some other comparable group. The union argued that, as in past negotiations, their wages should be tied to the rates paid to workers in the durable goods industry, which includes auto workers, iron and steel workers, furniture makers, appliance makers, and others. Using this yardstick, they maintained it would take approximately 25 cents an hour to bring their wages to the level prevailing in the durable goods industries. To counter this argument, the railways produced a wage study prepared by a firm of management consultants suggesting that the non-operating trades were, in fact, adequately paid compared with outside workers. It was their contention, therefore, that wage increases were unwarranted. The majority report rejected the railways' submission as a measurement of comparable wage rates and relied on the durable goods standard in formulating their recommendations. It was emphasized, however, that this standard should not be applied with mathematical precision because of its inherent limitations, but was to be used as an "important signpost" in determining wage rates.

The majority report recognized that an increased wage bill would create financial difficulties for the railways. It pointed out that "it is clear from the evidence that in a large part the embarrassment suffered by the railways in their inability to reap greater returns from their operations is due to public policy in the shape of statutory rates and government regulations." The railway employees, the report said, should not be asked to subsidize public policy by accepting lower earnings; the burden should be born by the public at large.

The minority report, produced by the railways' nominee, opposed any wage increase for the present time. It maintained that at a time when the railways were facing increased competition, frozen freight rates and rising costs, it was impossible for them to absorb a larger wage bill. The report concurred with the majority decision regarding union check-off and vacations.

Shortly after the release of the conciliation board report the unions announced their acceptance of the proposals for a 14-cent-an-hour increase. The railways, on the other hand, rejected the recommendations because of their previously stated views on wages, and their inability to absorb any additional labour costs. They took issue with the board's conclusions that wages in the durable goods industry will continue to increase at the same rate during the next two years, and contended that present trends did not suggest a continuation of the past rate of increase in durable goods earnings. The unions countered the rejection with an announcement that they would conduct a strike vote among their members; this was expected to take about six weeks to two months to complete.

Operations of Canada's largest steel fabricating firm came to a virtual standstill at the end of August when employees at 10 of the 14 plants of **Dominion Bridge Company** and its subsidiaries went out on strike. The work stoppage was called when the **United Steelworkers of America**, representing the 4,000 employees, was unable to reach mutually acceptable terms for settlement in negotiations that had been in progress since last February. A single exception was at the Amherst, N.S., plant, where the parties were awaiting the release of the conciliation board report. In addition to a uniform wage settlement, the union was reportedly seeking pension and welfare plans that would operate on a national level, rather than on a local basis. Under the present welfare plan, single workers pay \$3.40 a month for welfare and \$1 a month for life insurance. Married workers with no children pay \$6.40 and \$1, and married men with children pay \$7.60 and \$1. In return, workers get \$2,000 in case of death, \$35 weekly for 13 weeks while off the job due to illness, plus medical expenses. The union asked for a national plan that would set the maximum employee contribution at \$6.50 and would provide \$5,000 in case of death, \$50 weekly for 35 weeks in case of illness, plus payment of all medical expenses.

A conciliation board reporting on the negotiations at the Edmonton, Alta., plant recommended that matters of a national character such as pensions and welfare plans should be made subject to a national agreement. It was this recommendation that the union was seeking to implement. Dominion Bridge has consistently opposed any national agreement, both during the current negotiations and during previous ones. The company insisted that each plant was an autonomous unit and must be free to conclude its own agreements in the light of prevailing local conditions.

A program to deal with the problems of automation and technological change was written into the new agreement signed by the **International Longshoremen's and Warehousemen's Union** and the **British Columbia Shipping Federation**, which employs a total of 1,500 longshoremen at Vancouver, Victoria, New Westminster, Chemainus and Port Alberni, B.C. With an increasing trend toward the introduction of new improved machinery for cargo handling, the parties agreed to set up a "joint mechanization committee" composed of three members each from union and management. The committee, meeting at least once monthly, will be charged with the task of recommending items for negotiation in new agreements relating to the general problems of mechanization and the introduction of new and improved methods. In addition, they will develop pay scales and premium rates applicable to changed methods and will deal with problems of job training, relocation, normal retirement, early retirement and size of the union work force.

The most significant provision designed to protect the worker from the immediate effects of automation and change was a guaranteed work week of 35 hours. Each union member will be guaranteed the opportunity of earning an annual income equivalent to 1,820 hours (35 hours per week) at the appropriate straight time base rate, providing he was available for work and remained a member in good standing. A proportionate amount would be provided to those who ceased to be members during the life of the agreement, or were not always available for work. However, if the volume of cargo handled should be abnormally low due to economic or other conditions beyond the control of the Federation, the minimum guarantee would be reduced proportionately.

In addition to the guaranteed income, the new agreement provided for a general wage increase totalling 16 cents per hour spread over two years. The old rate of \$2.78 an hour will be increased by 8 cents an hour on August 1, 5 cents of which will be retroactive to May 1, 1960, and by a further 8 cents effective May 1, 1961. The provision for vacation pay was changed to provide a payment of $4\frac{1}{2}$ per cent of earnings after six years of service and $5\frac{1}{2}$ per cent after nine years of service. Other improvements included a change in the minimum call-out time from two hours to four hours and changes in welfare provisions.

A new agreement with the **Montreal Dress and Sportswear Mfrs. Guild** providing for a $37\frac{1}{2}$ -hour work week starting January 1, 1963 brought the **International Ladies' Garment Workers** closer to their target of reducing the Canadian week to the 35-hour level reached in their United States agreements. The present 40-hour week will be reduced in two stages: the first one, taking effect January 1, 1962, will reduce the week to 39 hours, and the second one, a year later, will bring the $37\frac{1}{2}$ -hour week into force. Time workers will receive the same pay for the reduced hours as they had previously received for 40 hours. Piece workers will get an increase of $2\frac{1}{2}$ per cent on January 1, 1962 and $3\frac{1}{2}$ per cent January 1, 1963 to compensate for the loss in working time. The 12,000 workers covered by the three-year agreement received other benefits as well. Effective September 15, 1960, wage rates for cutters will go up \$4 weekly while other hourly paid workers will get a weekly increase of \$3. Piece workers will receive a general wage boost ranging from 4 per cent to 7 per cent. The employers' contribution to the severance pay fund was increased to 1 per cent of the payroll starting January 1, 1961. It was further agreed

that the union label would be sewn on all garments manufactured by Guild members, with responsibility for the supervision of this policy vested in the ILGWU. Finally, statutory paid holidays were increased from five to six annually.

During August, **Fire Fighters** in Montreal were reported to be preparing their submission to the **City of Montreal** for a new agreement to replace the current one, which is due to expire shortly. The forthcoming demands were said to be designed to bring working conditions and salaries in Montreal on a par with those prevailing in Toronto's Fire Department. They will request a \$500 increase for the 1,800 employees as well as a reduced work week from 56 hours to 42 hours without loss in take-home pay. In addition, the firemen will seek service pay of \$52 per year with a maximum of \$260 after 17 years of service; a levelling of salaries for officers who perform the same work and have similar responsibilities; and 13 statutory holidays per year.

Talks were continuing during August in the eastern provinces between representatives of **Dominion Coal and Steel Corporation** and District 26 of the **United Mine Workers of America** for the renewal of their collective agreement that had been extended on a month-to-month basis since its termination last December. The latest extension was until September 30. Negotiations were hampered by the generally depressed economic conditions facing the Maritime coal industry as a whole and in particular by the \$1,800,000 loss sustained by Dosco in last year's coal operations. Early in September the union reportedly recommended that its membership accept a new agreement that provided for unchanged wage rates, although changes in some other terms of the agreement were successfully negotiated. A referendum to seek ratification from the rank and file was scheduled to take place September 20.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During September, October and November 1960

(except those under negotiation in August)

Company and Location	Union
Bell Telephone, Ont. & Que.	Traffic Empl. (Ind.)
Cdn. Car & Foundry, Montreal, Que.	Railway Carmen (AFL-CIO/CLC)
Cdn. Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Westinghouse, Three Rivers, Que.	I.B.E.W. (AFL-CIO/CLC)
City of Montreal, Que.	Municipal and School Empl. Federation (CCCL) (office wkrs.)
City of Montreal, Que.	Fire Fighters (AFL-CIO/CLC)
Crawley & McCracken, Elliot Lake, Ont.	Hotel Empl. (AFL-CIO/CLC)
Crown Zellerbach, Vancouver, B.C.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
De Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office wkrs.)
Dominion Corset, Quebec, Que.	Empl. Assoc. (Ind.)
Dow Chemical, Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Food stores (various), Winnipeg, Man.	Retail Clerks (AFL-CIO/CLC)
General Cigar, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Imperial Tobacco, Granby, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Imperial Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC)
Northwest Industries, Edmonton, Alta.	Machinists (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	U.E. (Ind.)
Printing Industries Council, Toronto, Ont.	Photo Engravers (AFL-CIO/CLC)
Rock City Tobacco, Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Saguenay Terminals, Port Alfred, Que.	Metal Trades' Federation (CCCL)
Thompson Products, St. Catharines, Ont.	Empl. Assoc. (Ind.)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Tuckett Tobacco, Hamilton, Ont.	Tobacco Wkrs. (AFL-CIO/CLC)

Part II—Negotiations in Progress During August

Bargaining

Company and Location	Union
Abitibi Power & Paper, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Aluminum Co., Ile Maligne, Que.	Metal Trades' Federation (CCCL)
Aluminum Co., Shawinigan, Que.	Metal Trades' Federation (CCCL)
Assoc. Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Bata Shoe, Batawa, Ont.	Shoe Wkrs. (AFL-CIO/CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Can. Steamship Lines, Ont. and Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. Tube & Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dress Mfrs. Guild (Dresses), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dress Mfrs. Guild, (Sportswear), Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
General Steelwares, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CCCL)
Great Lakes Paper, Ft. William, Ont.	Carpenters (AFL-CIO/CLC)
Great Western Garment, Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
Halifax Shipyards (Dosco), Halifax & Dart- mouth, N.S.	Marine Wkrs. (CLC)
Hôpital Hôtel-Dieu, Montreal, P.Q.	Service Empl. Federation (CCCL)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Kimberley-Clark Paper, Longlac, Ont.	Carpenters (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC), I.B.E.W. (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Maritime Telegraph & Telephone, company-wide	I.B.E.W. (AFL-CIO/CLC)
Molson's Brewery, Montreal, Que.	Empl. Assoc. (Ind.)
John Murdoch, St. Raymond, Que.	Woodcutters, Farmers Union (Ind.)
New Brunswick Telephone, company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic dept.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Sask. Govt. Telephone, province-wide	Communications Wkrs. (AFL-CIO/CLC)
Saskatchewan Govt.	Sask. Civil Service (CLC)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (AFL-CIO/CLC)
Shipbuilders (various), Vancouver & Victoria, B.C.	Three shipbuilding unions
Spruce Falls Power & Paper, Kapuskasing, Ont.	Carpenters (AFL-CIO/CLC)
T.C.A. company-wide	Air Line Flight Attendants (CLC)
Wabasso Cotton, Three Rivers, Shawinigan & Grand'Mere, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Aluminum Co., Arvida, Que.	Metal Trades' Federation (CCCL)
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp and Paper Mill Wkrs. (AFL-CIO/CLC) and others
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CCCL)
Canadian Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dom. Oilcloth & Linoleum, Montreal, Que.	CCCL-chartered local
Kelvinator of Can., London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Power Super Markets, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)

Conciliation Board

Association des Marchands Détaillants (Auto- Voiture), Quebec, P.Q.	CCCL-chartered local
Canada Paper, Windsor Mills, Que.	Pulp and Paper Wkrs. Federation (CCCL)
CBC, company-wide	Moving Picture Machine Operators (AFL- CIO/CLC)

Company and Location	Union
CNR, CPR, other railways	15 unions (non-operating empl.)
City of Toronto, Ont.	Public Empl. (CLC) (outside staff)
Coal Operators' Assoc., western Canada	Mine Wkrs. (Ind.)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Drumheller Coal Operators' Assoc., southern Alta.	Mine Wkrs. (Ind.)
Fraser Cos., Edmundston, N.B.	Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)
Hotel Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Interior Lumber Mfrs. Assoc., southern B.C.	Woodworkers (AFL-CIO/CLC)
Metropolitan Toronto, Ont.	Public Empl. (CLC)
Northern Interior Lumbermen's Assoc., B.C.	Woodworkers (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp and Paper Wkrs. Federation (CCCL)
Township of Scarborough, Ont.	Public Empl. (CLC)

Post-Conciliation Bargaining

Lake Carriers Assoc., eastern Canada	Seafarers (AFL-CIO)
--	---------------------

Arbitration

City of Quebec, Que.	Municipal and School Empl. (Ind.) (inside wkrs.)
City of Quebec, Que.	Municipal and School Empl. (Ind.) (outside wkrs.)

Work Stoppage

Dominion Bridge, Lachine, Que.	Steelworkers (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)

Part III—Settlements Reached During August 1960

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

ALUMINUM CO. OF CAN., KITIMAT, B.C.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 2,000 empl.—7¢-an-hr. increase during the first yr., 5½¢-an-hr. increase during the second yr. and 6¢ an hr. in the third yr.; new base rate will be \$2.14 an hr.; 3 wks. vacation after 5 yrs. of service (formerly 3 wks. after 15 yrs); company and employees to share equally cost of health insurance plan.

B.C. ELECTRIC, PROVINCE-WIDE—I.B.E.W. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—a 3% increase retroactive to May 1, 1960, an additional 3% eff. Jan. 1, 1961 and a further 2% increase eff. Sept. 1, 1961.

B.C. SHIPPING FED., VANCOUVER, NEW WESTMINSTER, PORT ALBERNI, VICTORIA, CHEMAINUS, B.C.—LONGSHOREMEN AND WAREHOUSEMEN (CLC): 2-yr. agreement covering 2,150 empl.—an increase of 8¢ an hr. eff. Aug. 1, 1960, and an additional 8¢ an hr. eff. May 1, 1961; in addition lump sum payment of 5¢ an hr. for time worked from May 1 to July 31, 1960; established joint committee to study problems of mechanization; eff. Aug. 1, 1961, guaranteed income equivalent to 1,820 hrs. at the appropriate straight time base rate for the previous 12 mo.

CAN. & DOM. SUGAR, MONTREAL, QUE.—BAKERY WKRS. (CLC): 2-yr. agreement covering 550 empl.—increase of 8¢ an hr. retroactive to Mar. 1, 1960, another 5¢ an hr. eff. Aug. 15, 1960 plus 5¢ an hr. eff. Sept. 1, 1961; 3 wks. vacation after 13 yrs. of service (previously 3 wks. after 15 yrs.); 4 wks. vacation after 25 yrs. of service (no previous 4-wk. vacation clause).

CONSUMERS GLASS, MONTREAL, QUE.—GLASS BOTTLE BLOWERS (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—8¢-an-hr. increase for the first yr., and an additional 8¢-an-hr. increase in the second yr.; in the second yr. empl. will receive 4 wks. vacation after 25 yrs. of service (no previous provision for 4 wks. vacation); improved shift premiums.

DOMINION STORES, MONTREAL, QUE.—RETAIL CLERKS (AFL-CIO/CLC): 1-yr. agreement covering 900 empl.—a general wage increase of \$2.50 per wk.; work week reduced from 44 to 43 hrs. without change in take-home pay.

DRESS MFRS. GUILD, MONTREAL, QUE.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 12,000 empl.—cutters to receive an increase of \$4 per wk. and all other empl. will receive an increase of \$3 per wk.; 2-stage reduction in work week, the first eff. Jan. 1, 1960 to 39 hrs. and the second eff. Jan. 1, 1963 to 37½ hrs., both without change in take-home pay; 1 extra paid statutory holiday making a total of 6 per yr.

FRASER COS., CABANO, QUE.—WOODCUTTERS, FARMERS UNION (IND.): 1-yr. agreement covering 500 empl.—5% increase for all hourly paid wkrs.; some improvements in vacation allowance.

PRICE BROS., KENOGAMI, QUE.—WOODCUTTERS, FARMERS UNION (IND.): 2-yr. agreement covering 3,000 empl.—salaried empl. to receive 7% increase during the first yr. plus 3% during the second yr.; piece work rate increased by 35¢ per cord in the first yr. and 10¢ per cord in the second yr.

ST. RAYMOND PAPER, ST. RAYMOND & DESBIENS, QUE.—WOODCUTTERS, FARMERS UNION (IND.): 2-yr. agreement covering 500 empl.—3% increase in the first yr. plus an additional 3% increase in the second yr.; vacation allowance increased from 2% to 3% of gross earnings.

T.C.A., COMPANY-WIDE—MACHINISTS (AFL-CIO/CLC): 2-yr. agreement covering 4,000 empl.—a general increase of 5% for the first yr. plus an additional 5% increase during the final yr.; improved shift premiums.

NOTES OF CURRENT INTEREST

Appoint Royal Commission into Automotive Industry

Appointment of a one-member Royal Commission to inquire into the situation in and prospects for the Canadian automobile and parts industries was announced by Prime Minister Diefenbaker in the House of Commons on August 2.

The one commissioner is Prof. Vincent W. Bladen, Dean of the Faculty of Arts, University of Toronto.

Interviewed after his appointment, Prof. Bladen said he was aiming to submit his report early in the new year.

The Royal Commission will be asked, the Prime Minister said, to report on:

1. The present and prospective competitive position of the Canadian automotive industry, in Canadian and export markets, as compared with automotive industries of other countries.

2. The relations between the companies producing motor vehicles and parts in Canada and parent, subsidiary or affiliated companies in other countries, and the effect of such relations upon production in Canada.

3. The special problems and competitive position of the industries in Canada producing parts for motor vehicles, and the effects thereof on the production of vehicles in Canada.

4. The ability of the Canadian industry to produce and distribute economically the various types of motor vehicles demanded or likely to be demanded by Canadian consumers.

5. Measures that could be taken by those in control of the industries producing motor vehicles and parts in Canada, by the labour unions concerned, and by Parliament and the Government to improve the ability of

such industries to provide increased employment in the economic production of vehicles for the Canadian market and export markets.

A few days before the announcement—on July 28—the Prime Minister had reported the Government's decision to appoint a Royal Commission. Speaking in the House of Commons, he told of suggestions by a United Auto Workers delegation and by manufacturers of automobile parts that a Royal Commission be set up or a study made by the Tariff Board.

Having found that the Tariff Board had a "tremendous backlog" of work, "the Government has decided that the importance of the automobile industry to the Canadian economy is such that there should be a comprehensive investigation of the various aspects of that industry."

Several government departments, including the Department of Labour, have already undertaken investigations and have gathered preparatory material that provides background information for the Commission, the Prime Minister said.

Miss J. E. Leitch, Assistant to the Director, Economics Branch, Department of Trade and Commerce, has been named Secretary of the Commission.

Prof. Bladen, an economics professor, was Chairman of the University's Institute of Industrial Relations and head of the Department of Economics before his appointment as Dean of Arts last year. He was Director of the Institute of Business Administration from 1947 to 1953 and head of the Department of Political Economy from 1953 to 1959.

Publish Report on Seasonal Unemployment in British Columbia

A study of seasonal unemployment in British Columbia, begun in July 1958, has just been completed by the British Columbia Research Council.

The study, first of its kind to be undertaken on a regional basis in Canada, was made by the B.C. Research Council with assistance from the Department of Labour of Canada and the Department of Labour of British Columbia.

A consultative committee, first chaired by Prof. John Deutsch, formerly of the University of British Columbia, and later by Prof. Robert Clark, assisted the Research Council with the study. Representatives of management, labour unions and the federal and provincial governments also served on the committee.

The nature and extent of seasonal swings in employment and unemployment in

British Columbia in logging, construction, fishing, agriculture, food processing and trade are set forth and proposals are made for developing greater year-round employment stability.

There is no one answer to the problems of seasonal unemployment, the report demonstrates; but action on many fronts—by the industries involved, by individual firms, by unions and by others—is required.

Numerous recommendations and suggestions are made throughout the report as well as in a separate chapter entitled "Combating Seasonal Unemployment". Some of these recommendations have already been acted upon by the federal Government, including broadening the scope of the Municipal Winter Works Incentive Program, steps to encourage an expansion of training for unemployed workers during the winter, and continuation of publicity and educational efforts in support of the Winter Employment Campaign.

The report contains a number of illustrative charts and an appendix on seasonal fluctuations in the State of Washington, where similar conditions exist. It is published by the British Columbia Research Council, University of British Columbia, Vancouver 8, B.C.

A report on a study by the federal Department of Labour of the seasonal unemployment problem in Canada was published in three instalments in the *LABOUR GAZETTE*—May, June and July numbers. A reprint of this report will be available soon.

Conciliation Board in Rail Dispute Proposes 14-cent Wage Increase

The majority report of the conciliation board in the dispute between six Canadian railways and 17 unions representing 115,000 non-operating employees recommended an increase in wages averaging slightly more than 14 cents an hour over a two-year period. The minority report recommended no wage change "at the present time."

Complete texts of both majority and minority reports will appear in the October *LABOUR GAZETTE*.

On August 31, representatives of the 17 unions agreed unanimously to accept the recommendation of the conciliation board. The railroad companies were still studying the report.

The report recommended that the wage increase consist of 2 cents an hour retroactive to January 1, 1960; 5 cents an hour effective September 1, 1960; and a further 4-per-cent increase, based on the rates prior to January 1, 1960, to be effective May 1, 1961.

The report also recommended that the qualifying period for four weeks vacation with pay be reduced from 35 years to 25 years.

The majority report was signed by Mr. Justice J. V. H. Milvain of Calgary, chairman, and David Lewis, nominee of the unions. The minority report was presented by Philip F. Vineberg, nominee of the companies.

In the United States, the recommendations of a Presidential fact-finding board were accepted last month by more than 100 railroads and 11 unions representing 550,000 non-operating employees. The agreement provides for a 5-cent-an-hour wage increase plus fringe benefits that are estimated to increase the total gain to more than 10 cents an hour.

Prominent among the fringe benefits was the provision for employer-financed life insurance of \$4,000 to every active employee covered by the agreement. The insurance is effective March 1, 1961; the wage increase, July 1 this year.

Railway Employment Decreases In Both Canada, United States

Canada's railways employed 187,981 persons, on average, in 1959, a decrease of 2.5 per cent from 192,809 in 1958, the Dominion Bureau of Statistics reported last month.

Time on duty declined to 379,831,799 hours from 391,168,385 in 1958, an average of 2,021 hours per employee from 2,029.

Total compensation increased to \$780,-031,534 from \$757,907,896, an hourly average per employee of \$2.05 compared with \$1.94 in 1958. The yearly average rose to \$4,150 from \$3,931 in 1958.

These statistics are contained in the DBS publication, *Railway Transport, Part IV (Employment Statistics)*, 1959, which is obtainable from the Queen's Printer, Ottawa, for 25 cents a copy.

In the United States, the number of persons employed on railways in 1959 was 815,474, compared with 840,575 in 1958. The figures in both cases represent the average of 12 mid-month employee counts in each year. In 1948, the number of employees was 1,326,906, according to statistics of Class I railways published by the Bureau of Railway Economics, Association of American Railroads.

The average number of hours worked by each employee in 1959 was 2,360, compared with 2,356.2 in 1958.

Manufacturing Employment Lags Behind Growth of Labour Force

Employment in manufacturing in Canada is not keeping pace with the growth of the labour force, and this "is a major factor in the present uncomfortably high total of those apparently seeking work and unable to find it," T. R. McLagan, President of the Canadian Manufacturers' Association, said in an address at a Canadian National Exhibition directors' luncheon at the beginning of September.

During the past 10 years the percentage of the labour force employed in manufacturing has declined from 26.6 to 24.8, he pointed out.

This he attributed to increased competition from imported goods, not only from the United States, but also from low-wage countries like Britain, West Germany and Japan.

Mr. McLagan said that in 1959 imports from the United States into Canada were valued at \$3,836,000,000, whereas those from Britain, West Germany and Japan had a combined value of not more than \$826,100,000. He disputed the idea, however, that this showed that imports from the United States—with the highest wage

rates in the world—were four times as harmful as those from low-wage countries. "Harmful they are, but not four times as harmful," he said.

He went on to point out that the bulk of the imports from the low-wage countries were consumer goods that competed directly with Canadian manufacturers, while a high proportion of those that come from the United States are "made up of industrial equipment, materials and components which often complement—and indeed are essential to—our own production."

"The importation of such items... supports and sustains manufacturing employment in this country," the speaker argued.

He also said that, while imports from Japan had risen by 435 per cent between 1954 and 1959, those from West Germany by 182.4 per cent, those from Italy by 153 per cent and those from Britain by 51.9 per cent, imports from the United States had gone up by only 29.5 per cent.

Canadian manufacturers labour under the triple burden of a limited market, high wage rates and punitive taxation, Mr. McLagan said.

Lack of Chances for Training Said Major Problem Facing Women

One of the major problems women face in many countries in trying to get into, or to reach high positions in business and industry is a lack of opportunities to receive adequate vocational preparation, Mrs. Elizabeth Johnstone of the International Labour Office told a meeting in Ottawa last month. Mrs. Johnstone is head of the ILO Office for the Co-ordination of Women's and Young Workers' Questions.

With a few rare exceptions, she said, the vocational preparation of girls to enter business and industry is inferior to that of boys, "both in quantity and quality, and more often than not is often unrealistic in terms of their later work lives."

Mrs. Johnstone said that many reasons have been uncovered for the state of affairs

that exists, some of them well known in Canada, such as reluctance to give the education of girls the same priority as that of boys; indifference on the part of girls to their own vocational futures; separation of education facilities for boys and girls that often results in unequal facilities for the girls; traditional prejudice about what constitutes men's work and women's work; and inadequate vocational guidance for women.

"It is obvious," said Mrs. Johnstone, "that so long as this situation persists, women will always find it difficult to develop their potentialities and skills and hence to have equal chances for promotion and to move into more responsible, more highly skilled and better paid work."

CLC Booklet Instructs Affiliates in Handling of Public Relations

A booklet designed to help local unions, labour councils and provincial federations of labour in the handling of publicity has been produced by the Public Relations Department of the Canadian Labour Congress.

Public relations was a subject of great concern at both the 1960 CLC convention and at recent conventions of some of the provincial federations.

At the CLC convention, a resolution was adopted instructing the executive to "inten-

sify public relations activities of the Congress to the fullest possible extent" and directing the CLC Public Relations Department to co-ordinate the activities of publicity committees of locals, councils and federations.

A public relations forum was held at the 3rd annual convention of the Ontario Federation of Labour, in November 1959, and many suggestions discussed at that forum have been included in the booklet.

HOUSE OF COMMONS DEBATES

A Guide to Items of Labour Interest in Hansard

(page numbers refer to Hansard)

July 27—*Unemployment Insurance Fund* balances on June 30, 1957, 1958, 1959 and 1960, respectively, were: \$852,729,261.78; \$644,520,634.54; \$434,152,690.64; \$296,187,477.10, Hon. Michael Starr, Minister of Labour, replies to question (p. 7019).

Development of new industries, to prevent the occurrence of ghost towns when natural resources are depleted, should be given serious consideration, says Arnold Peters (Temiskaming) during debate on the estimates of the Northern Administration Branch, Department of Northern Affairs and National Resources. A branch of the Department should handle secondary industry, he suggests (p. 7056).

July 28—*Canada's automobile and parts industry* will be the subject of a Royal Commission inquiry, Prime Minister Diefenbaker informs the House (p. 7108).

Department of Labour estimates for the fiscal year April 1, 1960 to March 31, 1961 brought before the House by Hon. Michael Starr, Minister of Labour (p. 7143).

Canada's Labour force in 1950 numbered slightly over 5,000,000; it currently numbers about 6,454,000, an increase of 20 per cent, the Minister says in his statement on his department's functions (p. 7143).

The Department of Labour is asking for a total of \$14,985,700, a decrease from the \$15,991,942 in the 1959-60 estimates, he announces. The Unemployment Insurance Commission requests \$88,411,000, an increase of \$13,500,000 over the 1959-60 figures, largely accounted for by an increase in the Government's contribution to the Unemployment Insurance Fund. The estimates do not take into account the supplementary estimate, previously passed, dealing with the Municipal Works Incentive Program, whose continuation and enlargement was announced July 23 by the Prime Minister (L.G., Aug., p. 774) (p. 7144).

All chartered banks have undertaken to co-operate in a program of expanded home improvement and home extension construction during the coming winter, the Minister reports (p. 7148).

Employment effects of automation have been under study by the Department of Labour for several years, the Minister says, outlining the research work undertaken and the findings to date (p. 7148).

Debate on Labour Department estimates begins (p. 7149) but the House adjourns without passing any items (p. 7184).

July 29—*Debate on Labour Department estimates* continues (p. 7208). Item covering departmental administration agreed to (p. 7256) but the House adjourns before passing any other items (p. 7260).

July 30—*Debate continues on estimates* of the Department of Labour (p. 7267).

The estimated number of man-days of work provided last winter by the Municipal Winter Works Incentive Program was 1,938,839, the Minister of Labour replies to question (p. 7287).

Department of Labour estimates completed (p. 7320).

August 1—*Bill C-79 (human rights)* considered in committee (p. 7371 to p. 7383).

August 2—*Appointment of Royal Commission* to inquire into the automobile and parts industry in Canada announced by the Prime Minister. The Commission will consist of one commissioner (p. 7385).

Bill C-79 (human rights) further considered in committee (p. 7390 to p. 7452).

August 3—*Study of Bill C-79* completed in committee (p. 7460 to p. 7520).

August 4—*Bill C-79* providing for the Recognition and Protection of Human Rights given third reading and unanimous passage by the House following debate (p. 7536 to p. 7553).

August 6—*Committee on revised system* for estimating unemployment has submitted its report to the Government, which has it under study, Hon. Michael Starr, Minister of Labour, replies to question (p. 7679).

August 8—*Repurchase of eight CNS ships* sold to the Government of Cuba in 1958 has not been considered by the Government to rebuild the Canadian merchant marine, Hon. George Hees, Minister of Transport, informs questioner (p. 7748).

August 10—*Canada has signed* the articles of agreement of the International Development Association (designed to provide economic aid to underdeveloped countries) (p. 7875).

Stretch-out of uranium contracts, which assures some miners another three years of employment, has been the major effort of the Government to help uranium mining communities, the Minister of Trade and Commerce says during debate on his department's estimates. The Government has had no success in finding other ways to help (p. 7905).

Third Session of 24th Parliament prorogued.

60TH ANNIVERSARY

*Volume I, Number 1, dated September 1900, was
unveiled at 16th annual convention of the
Trades and Labour Congress of Canada*

THIS is the 60th anniversary issue of the LABOUR GAZETTE.

The LABOUR GAZETTE was established as the official journal of Department of Labour under authority of the Conciliation Act, 1900. A statement in its first number, dated September 1900, laid down its purpose as "the dissemination of accurate statistical and other information relating to labour conditions and kindred subjects."

The editorial in this first issue clearly stated that the LABOUR GAZETTE would aim at the impartial relation of facts. It would not be its business to express opinions.

"It is an official publication, and as such will seek to record only such statements of fact, and such collections of statistics, as are believed to be trustworthy. In the selection and publication of these, care will be taken to have the information as complete and impartial as possible . . . The work thus undertaken will, it is hoped, establish a basis for the formation of sound opinions, and for the drawing of correct deductions, but these, in themselves, are tasks which lie beyond the scope and purpose of the *Gazette*, and are ends it will seek to serve, not to meet."

The Debate in the House

On June 7, 1900, the then Postmaster General, Hon. William Mulock (later Sir William Mulock), in the language of Hansard, "moved for leave to introduce Bill (No. 187) to aid in the prevention and settlement of trade disputes and the publication of statistical industrial information."

The two objects of this bill, which eventually passed into law as the Conciliation Act, 1900, were stated by the Minister as follows:

By the aid of boards of conciliation, to promote the settlement of trade disputes and of differences that arise from time to time between employers and employees, and between different kinds of employees.

To establish a Department of Labour, which would have the duty of gathering statistical information and other information affecting labour, and providing for its publication.

Regarding the conciliation portion of the bill, Mulock said, "I may say that it is not anything new, but is an echo, largely, of the Conciliation Act which has been in force in Great Britain for some four years." He went on to outline the history of conciliation machinery in the United Kingdom.

Concerning the proposed publication, he pointed out that "Great Britain established a gazette some years prior to the Conciliation Act." Later on, during the second reading of the bill, he said, "The Department of Labour will issue a monthly labour gazette, and in addition will submit an annual report to Parliament. The labour gazette will be edited and conducted on the lines of the *Labour Gazette* in England."

When asked by an honourable member how that journal was conducted, Mulock said, "They have an editor and a number of correspondents in different

places in Great Britain. It is the duty of these correspondents to constantly gather facts that are of value and instructive to those engaged in industrial life and to communicate them to the central office, there to be analysed, digested and published for the information of the industrial classes."

In answer to another question, the Minister said that these correspondents were paid "some slight remuneration" for their services.

At the time the bill was introduced, George E. Foster, speaking on the Opposition side of the House, had wanted to know whether the labour gazette was to be "a party publication," and whether it was to be "edited in the interest of the party which for the time being has control of the administration." If the latter were to be the case, he predicted that the publication was "doomed to failure from the outset."

During the second reading of the bill, Mulock referred to Foster's previous inquiries, and said he was surprised that Foster should have asked whether the labour gazette was to be a partisan organ, or a medium for influencing public opinion. He repeated that "the labour gazette was to be a publication of fact which all might read and comprehend, and from which they might draw their own conclusions."

Notwithstanding the Minister's assurances, the suspicions of the Opposition, as it appeared later, were not without justification.

Another point brought out in the course of the debate was that the new publication was intended to be impartial as between employers and labour. A member of the opposition asked, "Are the employers of labour to be consulted as to the condition of the labour market by these correspondents for the labour gazette." In reply, Mulock said in part: "It will be an error to suppose that any one class is to be considered in gathering information, because all this information will be applicable to the whole field of labour as a proper subject to be given to the public generally."

Section 10 of the Conciliation Act 1900 that finally emerged read as follows:

With a view to the dissemination of accurate statistical and other information relating to the conditions of labour, the Minister shall establish and have charge of a Department of Labour, which shall collect, digest, and publish in suitable form statistical and other information relating to the conditions of labour, shall institute and conduct inquiries into important industrial questions upon which adequate information may not at present be available, and issue at least once in every month a publication to be known as the *Labour Gazette*, which shall contain information regarding conditions of the labour market and kindred subjects, and shall be distributed or procurable in accordance with terms and conditions in that behalf prescribed by the Minister.

(The whole of this section that related to the LABOUR GAZETTE was incorporated without change in Section 4 of the Labour Department Act, 1909, by which the Department of Labour was established as a separate department under a full-time minister.)

The First Editor

When asked toward the end of the debate on the bill whether he had anyone in view to edit the LABOUR GAZETTE, Mulock replied, "I have some one in view, and if we are fortunate enough to get him I think he will be entirely *persona grata* to all classes—the labouring class as well as the employers of labour."

That "someone" was William Lyon Mackenzie King, who had already, on June 26—this debate took place on July 6—been offered the editorship of the

Labour Gazette Editors

William Lyon Mackenzie King	September 1900 to June 1908
F. A. Acland	July 1908 to June 1912
Robert H. Coats	July 1912 to June 1915
F. A. Acland	Deputy Minister and Editor, LABOUR GAZETTE, July 1915 to July 1917
Bryce M. Stewart	August 1917 to 1919
Ronald H. Hooper	1920 to 1924
J. H. Magee	1924 to 1936
Harry J. Walker	August 1936 to April 1958
William S. Drinkwater	April 1958 to present

LABOUR GAZETTE. MacKenzie King, who was in Rome when he received the offer from Mulock by cablegram, after considerable hesitation decided to accept it.

When he first took over his duties, King was, as he said in his diary, "Editor of Gazette, staff & all, and have to begin at the base with the finding of suitable quarters." By the time the first issue of the GAZETTE went to press, however, a small staff had been appointed. These, according to an announcement in the GAZETTE, consisted, besides the editor, of a staff clerk, a "Fair Wages" officer, an officer for the enforcement of the Alien Labour Act, and five local labour correspondents, situated in Toronto, Winnipeg, Stratford, and two in Quebec City. A number of correspondents were appointed in other centres during the ensuing months.

In October, King succeeded in getting his friend Albert Harper appointed to the staff, and later in getting him made Assistant Editor. When Harper was drowned in December 1901 in a heroic attempt to save the life of a woman skater who went through the ice of the Ottawa River, King obtained R. H. Coats as Assistant Editor.

(In 1912 Dr. Coats was named to an interdepartmental committee set up to study and solve the duplication of statistical services in federal government departments. Outcome of the committee's efforts was the formation of the Census Branch; Dr. Coats was placed in charge of the Branch with the title of Dominion Statistician. In 1918, enactment of the Bureau of Statistics Act established the Dominion Bureau of Statistics; Dr. Coats was its first chief.)

Frank Giddens, an ex-newspaperman, also joined the staff at about this time. It appears, however, that he was employed mainly as a stenographer, and he later became King's private secretary.

Before long F. A. Acland joined the staff of the GAZETTE. When King became Minister of Labour in 1909, Acland succeeded him as Deputy Minister and Editor of the LABOUR GAZETTE. Except for an uncertain period starting in 1912, when R. H. Coats was editor, these two posts continued to be combined under Acland as they had been under King until July or August 1917, when they were finally separated, Acland continuing as Deputy Minister and Bryce M. Stewart becoming Editor.

Mackenzie King lost no time in building up the Department and the LABOUR GAZETTE. Besides the appointment of additional correspondents, a clipping system was begun which worked mainly on Canadian newspapers. He set up an extensive reference library, and began to stock it with labour publications from various countries; and instituted a system of exchanging publications on labour matters.

Labour Gazette Assistant Editors

Henry A. Harper	October 1900 to December 1901
Robert H. Coats }	{ February 1902 to 1912
William W. Edgar }	{ July 1905 to 1908
Bryce M. Stewart	June 1916 to July 1917
J. H. Magee }	{ 1920 to 1924
William W. Edgar }	{ December 1923
Charles W. Rump	June 1936 to October 1942
Joseph W. Willard	October 1942 to February 1943
John Mainwaring	March 1943 to July 1951
William S. Drinkwater	August 1951 to March 1958
William R. Channon	June 1958 to present

King soon discovered that his chief had his own ideas about how the LABOUR GAZETTE should be edited. On August 5 King wrote in his diary: "Today I had a pretty good revelation as to the attitude of politicians towards govt. work. Mr. Mulock went thro' my articles & everything wh. in any way cld. count for a Conservative he scored out... He wants to have the first issue [of the LABOUR GAZETTE] really a campaign document filled with references to past doings of gov't."

Mackenzie King, however, resisted attempts to make the LABOUR GAZETTE serve the ends of party politics, and he evidently succeeded in doing so without giving serious offence to his chief. He was unable, however, to prevent patronage from governing the appointment of GAZETTE correspondents, although he strongly disapproved of it.

The Unveiling

From the establishment of the first Canadian labour congress in 1873 every labour convention had urged the setting up of a Department of Labour and the publication of a monthly journal or gazette to provide information about labour for the working man, the employer and the general public.

It was therefore a happy coincidence that the LABOUR GAZETTE "made its first public appearance on the opening day" of the 16th annual session of the Trades and Labour Congress of Canada, which was held in Ottawa from September 18 to 22, 1900. The phrase quoted above is taken from the second issue of the LABOUR GAZETTE, which devoted 14 pages to a report of the TLC convention.

The Minister of Labour attended the convention and presented the first number of the LABOUR GAZETTE to the President of the Congress, Ralph Smith, MPP. In his presidential address, Smith referred to the passing of the Conciliation Act as "a step at least in the direction of labour reform." He referred also to the setting up of conciliation and arbitration machinery and the establishment of the LABOUR GAZETTE, which, he said, "will contain matters of supreme importance to the labour movement..."

Editors, la Gazette du Travail

Charles A. St. Arnaud	October 1949 to September 1951
Guy de Merlis	January 1952 to present

Growth of the Gazette

The contents and arrangement of the LABOUR GAZETTE have naturally changed during the years since the first numbers were published. The reports from local correspondents, which from the first had been planned to be a prominent feature of the journal, continued to occupy a dominant place until November 1911; but from then on they declined in importance and finally ceased to appear altogether. In that month's issue, for the last time the reports were headed by the name of the correspondent and the territory he covered. Thereafter the reports showed only the name of the district, and they were reduced in length.

In February 1912 a complete list of correspondents was published at the beginning of the reports, but from then on names were not mentioned, and by July 1916 the reports had been boiled down to a single report for each province based on "Reports of Correspondents and Other Sources."

By this time the reports had become Section III of a review of industrial conditions for the month. The other two sections comprised a general review and a review by industries and trades. Even in this diminished form, the local reports had disappeared by May 1918, having been merged with the review of industries and trades.

Reports of industrial disputes, or strikes and lockouts, were published in the GAZETTE almost from the first, and they continue to be a monthly feature, though the form of the report has changed from time to time. Reports on fair wage schedules in Government contracts, and notes and articles on labour legislation and court decisions affecting labour, have been published almost every month during the 60 years of the GAZETTE's life. Industrial accidents have been continuously reported, though since January 1918 only fatal accidents have been dealt with.

From the enactment of the Industrial Disputes Investigation Act, 1907, in March of that year, reports of the more important boards of investigation and conciliation, and summaries of such reports, have frequently been published. For a number of years the GAZETTE devoted a considerable amount of space to these reports, but it now confines itself mainly to publishing monthly itemized lists of conciliation proceedings before the Minister of Labour.

In 1910 the Department of Labour began to collect and compile statistics on wholesale and retail prices and the cost of living, and these statistics were published each month in the GAZETTE. In 1915 monthly publication of prices of a number of articles of food and other items entering into the budget of a working man's household was begun by the GAZETTE.

In course of time, after the Dominion Bureau of Statistics came into operation, statistics on the cost of living published in the GAZETTE began to be based partly on Department of Labour, and partly on DBS sources of information. In November 1940, the new official cost-of-living index constructed by the Dominion Bureau of Statistics was published in the LABOUR GAZETTE for the first time. Not until 1943, however, did the Department of Labour entirely cease to collect statistics on the cost of living.

Beginning in July 1902, the first pages of each monthly issue were devoted to a summary of industrial and labour conditions during the preceding month. This summary continued to occupy the first place until September 1915, when it was relegated to second place and Notes on Matters of Industrial Interest, which had begun in a small way and in a secondary position

in the August 1913 issue, were expanded and took the leading position. Now headed simply Notes of Current Interest, this section is still placed early in each monthly issue, following immediately after the Employment Review and Collective Bargaining Review, both comparatively recent inclusions in the journal's contents.

In January 1951 the familiar "Government Grey" cover, which had been used on the monthly numbers of the GAZETTE from the beginning, was replaced by a coloured cover, the colour of which was changed each month, that carried a photograph illustrating some feature article in the issue. At the same time photographs began to appear on inside pages.

The LABOUR GAZETTE was published in French and English from the beginning, but not until October 1949 was a separate editor appointed for the French edition, la GAZETTE DU TRAVAIL.

In 1900 the price of the LABOUR GAZETTE was 20 cents a year, and 3 cents for single copies. This price remained unchanged for almost half a century, until February 1948, when it was raised to \$1 a year or 10 cents for single copies. Since then the price has been raised twice. In March 1953 it was increased to \$1.50 a year; the price of single copies was raised to 15 cents, but in May of the same year it was raised again to 25 cents, the present price. Finally, in April 1955 the annual subscription rate became \$2.

In the 60 years that have passed since this journal first appeared, tremendous changes have taken place, both in Canada and in the world at large. The LABOUR GAZETTE has changed with the times. It has adapted itself to the changing circumstances, wants, and even tastes of the public it serves. Subjects that were not dreamed of by the readers of 1900 have found their way into the pages of the GAZETTE.

But, amid the changes, one thing that has not changed has been the purpose and principle set out in the first page of its first issue: "... to record only such statements of fact, and such collections of statistics, as are believed to be trustworthy... to have the information as complete and impartial as possible..." and to "establish a basis for the formation of sound opinions and for drawing correct deductions, but these, in themselves, are tasks which lie beyond the scope and purpose of the *Gazette*, and are ends it will seek to serve, not meet."

In 1900, when the *Labour Gazette* was born, Ralph Smith, MPP, was President of the Trades and Labour Congress of Canada. It was he who received the *Gazette's* first number from the Minister of Labour at the 16th convention of the TLC. At that convention, Ralph Smith was re-elected President, John A. Flett re-elected Vice-President, and P. M. "Paddy" Draper elected Secretary-Treasurer. (Draper held that office until 1935, when he became President of the TLC.) David A. Carey was for the third time fraternal delegate to the American Federation of Labour; fraternal delegates were not exchanged with the British Trades Union Congress until 1913.

At the 1900 convention, 65 delegates, representing nine labour councils, one district assembly and 35 local unions, were seated. TLC membership that year was 8,381. The Secretary-Treasurer's financial report showed receipts of \$912.21 in the preceding year and expenditures of \$618.79, leaving a balance on hand of \$293.42. The Secretary-Treasurer also reported the granting of 13 charters to federal unions and one to a labour council.

1960 Annual Report, Unemployment Insurance Advisory Committee

Loss of \$133,919,000 since March 1959 has reduced Unemployment Insurance Fund "below a safe level," Committee states. Replenishment by government grant of cost of extensions during past three years of seasonal benefit period is urged

With the loss of \$133,919,000 since March 31, 1959, the Unemployment Insurance Fund "is now below a safe level" and there is a danger that it may become insufficient to meet its liabilities, the Unemployment Insurance Advisory Committee said in its annual report for the year ended March 31, 1960, which was tabled in the House of Commons on August 10.

The Committee expressed its concern at the rapid decrease in the balance in the Fund, which dropped to \$365,892,000 on March 31, 1960 from \$859,471,000 at the end of March 1956.

"This concern is increased by the fact that May 1960 figures show the Fund has dropped to \$299,293,511.04, and by the end of June 1960, according to preliminary figures, it will show a further decrease of \$3 million—the June 1960 loss being due to loss on sale of bonds," the report stated.

The balance in the Fund at the end of the 1959-60 fiscal year, the committee pointed out, "does not represent the market value of the securities held. Under existing bond market conditions, the value of the balance is 8 to 9 per cent less than that shown."

The Committee drew attention to two main causes of the depletion of the Fund. A major drain on the Fund is created, it said, by the extension of the seasonal benefit period by two months in each of the last two winters, and by three and a half months in the winter of 1957-58. Another is created by the extension of coverage to the fishing industry.

The extensions of the seasonal benefit period cost \$110,208,000 and made necessary the sale of securities at a loss of 8 per cent, making the total cost \$119,024,000. Extension of coverage to fishermen cost, during the past three years, approximately

\$23,000,000, but part of this loss is included in the cost of extending the seasonal benefit period; "the balance would approximate \$12,000,000."

The total loss to the Fund attributed to these two drains was \$131,024,000, and the Committee recommended that this sum should "in all fairness" be replaced by a government grant. In extending the seasonal benefit period, Parliament had instructed that benefits should be paid out of the Fund, but had not provided a source of revenue to meet the expenditure, the report said. A grant to the Fund would be "logical and proper" and would receive general approval, the Committee believed.

"The Committee respectfully recommends that assistance to unemployed fishermen should not be financed through the Unemployment Insurance Act and that other means be found to finance assistance to fishermen."

The Committee quoted several conclusions from the report of the actuary for the Unemployment Insurance Commission, including the following: "There is a distinct possibility that, if unemployment conditions continue at the level that prevailed in 1957-60, the Unemployment Insurance Fund may be exhausted in two or three years, unless action is taken to increase revenue or decrease benefit payments."

It would not be reasonable to increase contribution rates, the Committee asserted. It recommended, in addition to replenishment of the Fund to cover the cost of extensions of the seasonal benefit period, that "the Fund be relieved of the cost of the coverage of the fishing industry, and that the loss through payment to fishermen of benefits far in excess of contributions . . . be refunded."

The report is reprinted in full below.

REPORT OF THE UNEMPLOYMENT INSURANCE ADVISORY COMMITTEE FOR THE YEAR ENDED MARCH 31, 1960

To His Excellency

The Governor General in Council:

1. Section 89 (1) of the Unemployment Insurance Act requires the Unemployment Insurance Advisory Committee to report not later than July 31 each year on the financial condi-

tion of the Unemployment Insurance Fund as at the preceding March 31.

2. The Committee reports that the balance in the Unemployment Insurance Fund as at March 31, 1960, was \$365,892,000. The comparison with other years is shown below:

	1960	1959	1958	1957	1956
		(in thousands of dollars)			
Balance at Credit of Unemployment Insurance Fund	365,892	499,811	744,200	878,441	859,471

The decrease from 1959 was \$133,919,000. The balance shown does not represent the market value of the Securities held. Under the existing Bond Market conditions, the value of the balance is 8 per cent to 9 per cent less than that shown.

The Committee reports its concern regarding the rapid decrease in the balance, namely, a drop from \$859,471,000 in 1956 to \$365,892,000 in 1960. We consider it is now below a safe level and there is a danger of it becoming insufficient to discharge its liabilities.

This concern is increased by the fact that May 1960 figures show the Fund has dropped to \$299,293,511.04 and by the end of June 1960, according to preliminary figures, it will show a further decrease of \$3 million—the June 1960 loss being due to loss on sale of Bonds.

3. The Committee calls special attention to two of the several items which create major drains on the Fund, the first referred to being:

(a) *Extension of the Seasonal Benefit period* by two months in each of the last two winters and extension of three and one-half months in the winter of 1957-58. These extensions cost \$110,208,000, and the expenditure made it necessary to sell securities at a loss of 8 per cent, making the total cost \$119,024,000.

No revenue was provided by Parliament when the concessions were granted. We recommend that the total cost, namely \$119,024,000 paid out of the Fund, be replaced by a Government Grant.

We submit, in all fairness to the Unemployment Insurance Plan, that this replenishment should be provided. We respectfully submit that Parliament met the emergent condition of seasonal unemployment prevailing during

extended periods by instructing that benefits were to be paid out of the Unemployment Insurance Fund but did not provide for a source of balancing revenue to meet the expenditure. We submit that the action proposed would be logical and proper and that a grant to the Fund, as proposed, of \$119,024,000 would receive general approval.

(b) *The second major item of drain on the Fund is caused by the extension of coverage to the fishing industry.* The loss to the Fund during the past three years has been approximately \$23,000,000.

It has been the experience of the Commission that it is impossible, due to the nature of the industry, to devise Regulations to equitably treat unemployment in this industry under the Unemployment Insurance Plan because, in the large majority of cases, there is no contract of service and, consequently, the control provisions of the Act are of little value.

The Committee respectfully recommends that assistance to unemployed fishermen should not be financed through the Unemployment Insurance Act and that other means be found to finance assistance to fishermen.

Part of the \$23,000,000 loss to the Fund caused by the coverage of the fishing industry has been included in the cost of extending the period for Seasonal Benefits. The balance of the loss would approximate \$12,000,000. This amount, it is submitted, should also be refunded. The total that is requested to be refunded is, then, \$119,024,000 plus this \$12,000,000 balance, making a total of \$131,024,000.

4. The Committee received from the Unemployment Insurance Commission financial and statistical statements for the year ended March

	1960	1959	1958	1957	1956
	(in thousands of dollars)				
Balance at credit of Unemployment Insurance Fund...	365,892	499,811	744,200	878,441	859,471
Increase or decrease in balance from previous years....	-133,919	-244,389	-134,241	+18,971	+13,187
Contributions from employers and employees.....	228,616	185,438	188,714	186,214	168,405
Contributions for Armed Service personnel.....		49	465	605	1,060
Contributions from the Government.....	45,723	37,097	37,836	37,364	33,893
Amount collected in fines and penalties.....	52	47	46	43	29
Interest on investments.....	16,855	21,725	23,776	26,039	25,005
Profit or loss on sale of securities.....	L. 8,414	L. 10,115			
Interest paid on loans.....	1,517				
Total net revenue.....	281,315	234,242	250,837	250,267	228,392
Ordinary benefit payments.....	320,970	362,156	327,841	201,197	180,037
Supplementary benefit for Classes 1 and 2.....					9,431
Seasonal benefit.....	94,264	116,475	57,237	30,100	25,736
Revenue compared with expenditure.....	-133,919	-244,389	-134,241	+18,971	+13,187
	(in thousands)				
Number of initial claims received.....	1,742	1,791	1,683	1,256	1,173
	(in dollars)				
Average weekly rate of benefit.....	22.20	21.88	21.21	19.96	18.30
	(in thousands of dollars)				
Fishing Coverage					
Contributions from employers and employees.....	907	775	718		
Contribution from the Government.....	181	155	144		
Benefit payments.....	11,024	10,235	5,438		

31, 1960. These reports were supplemented by further information and explanations, by a report from the Assistant Superintendent of Insurance, Department of Insurance, and by statistical data from the Dominion Bureau of Statistics.

5. From the time Unemployment Insurance was made operative, in July 1941, until the end of March 1960, a total of \$2,737,230,454.79 has been paid out in the form of benefit to unemployed persons.

6. This large sum has been distributed in relatively small amounts. It has been the means of relieving economic distress, through unemployment, of millions of individuals and their families.

The following are key figures selected from those given in the financial statements, prepared for the information of the Committee, by the Unemployment Insurance Commission (over-leaf):

7. Please find copy of Report prepared by the Assistant Superintendent of Insurance, who is the Actuary for the Unemployment Insurance Commission.

8. Attached also are the financial and statistical statements presented to the Committee by the Unemployment Insurance Commission. (The attachments are not reprinted here.)

9. Report of the Actuary

The Report is a comprehensive analysis of the present and prospective state of the Fund. Very important conclusions are:

In paragraph 1: "It would appear that the unemployment experience of 1960-61 will be about the level of 1959-60 and that a further drop in the Fund for the current fiscal year must be expected. This drop should be less than that of the previous fiscal year, largely because of the higher contribution scale that was adopted in 1959." (September 27, 1959.)

In paragraph 9 reference is made to the amendments to the Act which became effective September 27, 1959. The conclusion is "There has been very little time for experience to develop that might be considered with confidence as indicating the effect of these various changes."

Paragraphs 13 to 17 give detailed analysis of Seasonal Benefits and the conclusion is "It seems that Seasonal Benefit has now reached such proportions that a more-or-less incidental type of financing is no longer possible or appropriate."

In paragraphs 27 and 28 he estimates:

That if the unemployment experience of 1957-60 is considered typical there will be an annual deficiency of \$134,000,000 in the Fund and to bring it in balance under the present plan of financing an increase of 41% in contribution rates would be necessary.

If 1955-60 is typical the deficiency appears to be about \$64,000,000 and an increase of 19% would be necessary.

If 1953-60 can be considered the level which may be expected, the annual deficit would approximate \$41,000,000 and an increase in rates of 12% would be necessary.

Table IV on page 11 of his report shows the "Balance" in the fund per person in the "Insured Population"—now at less than \$85 as compared with \$257 in January of 1955.

In paragraph 37 the cost of extending the Seasonal Benefit Periods is detailed and totalled at \$110,208,000 and the comment is "Were this additional amount of \$110,000,000 (\$110,208,000) now in the Unemployment Insurance Fund, concern about its condition might not be so great."

Paragraph 38 comments on the reduction of net revenue from investments due to sale of securities at a discount.

The concluding paragraph 41 of the Actuarial Report is quoted in full:

"41. In conclusion, it seems almost certain that the Unemployment Insurance Fund will again decrease by a considerable amount in 1960-61. There is a distinct possibility that, if unemployment conditions continue at the level that prevailed in 1957-60, the Unemployment Insurance Fund may be exhausted in two or three years, unless action is taken to increase revenue or decrease benefit payments. Should it be deemed to be impractical to institute measures to reduce the benefit load significantly, additional revenue should be provided, through a further general increase in contribution rates, or otherwise. If the experience of 1955-60 is considered to be fairly typical of conditions that may be expected in the immediate future, additional revenue needed appears to be about equal to 20% of current contribution income. If 1957-60 were considered to be a more appropriate base period, an increase of at least 40% should be provided. As an alternative to a contribution rate increase at this time, some procedure might be devised for handling seasonal benefit, class A, outside of the fund, as was suggested earlier in this report."

10. It will be noted the Actuarial Report supports the Committee in its opinion that there is a danger of the Unemployment Insurance Fund's becoming so depleted that it may be insufficient to discharge its liabilities.

11. Paragraph number 37 of the Actuarial Report gives details of the cost of almost doubling the period during which seasonal benefits are paid, and the comment is made, "Were this additional \$110,000,000 (\$110,208,000) now in the Unemployment Insurance Fund concern about its condition might not be so great."

12. The foregoing recommendation is consistent with the Report of the Committee of July 8, 1958, excerpts from which are quoted below:

"Special mention is made of the very heavy expenditures which have been required to meet the Seasonal Benefit Payments.

There was, unquestionably, a need for the special provisions to meet the emergent situation last winter. The Committee is gratified to find that the benefit payments could be made so satisfactorily through the Commission offices.

It is a fact, however, that the burden of this expense, in the opinion of the Committee, should not be imposed on the Unemployment Insurance Fund, unless the loss to the Fund is made good.

We trust that the Government will take action to replace the drain on the Fund, by reason of extension of the Seasonal Benefit Period, by a grant."

13. We submit that it would not be reasonable to increase the rates of contribution, especially in view of the increase of 30 per cent made effective September 27, 1959.

14. Your Committee respectfully repeats the recommendation made earlier in this Report that it would be logical and proper that the Fund be replenished by a grant representing the cost of extension of the Seasonal Benefit periods, in the last three winters. We also recommend that the Fund be relieved of the cost of the coverage of the fishing industry and that the loss through payment to fishermen of benefits far in excess of contributions (less the amount already included in the figure for

Seasonal Benefits) be refunded. The amounts being: on account of extension of Seasonal Benefit Periods (and cost of financing) \$119,024,000, and the balance of the loss on account of fishing industry coverage, \$12,000,000, making a total of \$131,024,000.

15. The Committee plans to meet again soon after October 1, 1960, at which time the increased contribution rates will have been in effect for a full year. After such meeting a further report will be submitted in which the results for one full year respecting revenue and expenditures under the increased contribution scale effective September 27, 1959, will be given.

Respectfully submitted,
A. MacNAMARA,
Chairman.

Ottawa, July 27, 1960.

Approved at final meeting and document circulated and approved by telegram or letter from each member as under:

MEMBERS OF ADVISORY COMMITTEE

James Hunter
H. F. McMullin (Alternate)
H. Shoobridge
T. C. Urquhart
A. Andras
J. G. McLean
Roger Mathieu
S. A. Stephens

Industrial Health and Safety Legislation, 1960

At 1960 sessions, six provincial Legislatures enact legislation dealing with some aspect of industrial health or safety. New Brunswick passes new Act to set up uniform standards throughout province for elevators and lifting devices.

At the 1960 sessions, six provincial Legislatures passed legislation dealing with some aspect of industrial health or safety.

New Brunswick passed an Act, to be brought into force on proclamation, providing for uniform standards throughout the province for passenger and freight elevators and other lifting devices, and for a provincial system of inspection under the Minister of Labour. At the present time elevators in establishments under the Factories Act are subject to certain safety requirements of that Act, and municipal councils have authority to pass by-laws regulating elevators within their municipalities. The new Act will not affect any municipal by-law relating to elevating devices in so far as the by-law imposes additional or more stringent requirements than those in the new legislation.

Substantial amendments were made to the Metalliferous Mines Regulation Act in British Columbia, and the Gas Act was also amended to clarify the role of provincial and municipal inspection services.

Public Health Acts were amended in Quebec and Nova Scotia to permit regulation of ionizing radiation hazards and in Nova Scotia the Metalliferous Mines and Quarries Regulation Act was amended with respect to explosives.

The Newfoundland Logging Camp Act, 1960, repeals earlier legislation dealing with sanitary conditions in logging camps and authorizes the Lieutenant-Governor in Council to issue comprehensive regulations establishing health and welfare standards in logging camps.

In Ontario, minor changes were made in several Acts dealing with industrial safety and in Quebec amendments to the Motor Vehicles Act placed limits on the driving time of certain bus drivers and drivers of delivery vehicles.

Elevators

The New Brunswick Elevators and Lifts Act will come into force on proclamation, as will an amendment to the Factories Act repealing the provisions in the Act relating to elevators.

The new Act will regulate all elevators and other elevating devices, except those under the Mining Act and other specified elevating devices. The Minister of Labour will be responsible for its administration, and a Chief Inspector and an inspection staff will be required to carry out its provisions.

An owner is prohibited from operating an elevating device unless it is maintained, operated and inspected in compliance with the Act. Every elevating device must be inspected by an inspector at least once annually.

An inspector is empowered to enter any premises where an elevating device is being installed or operated and require the owner to assist him in inspecting it. An inspector may examine a person under oath in connection with his investigation, and he may order the owner to take whatever safety measures are required to comply with the Act; the elevating device may not be operated until the recommendations are carried out.

The Chief Inspector is responsible for the issue, suspension and transfer of certificates of inspection, which are valid for one year. The approval of the Chief Inspector is also required before a new installation or a major alteration of an elevating device may be made.

The owner is required to report to the Chief Inspector within 24 hours any instance in which an elevating device falls freely, the emergency supporting devices engage, or an accident injures any person. When a fatal accident involving an elevating device occurs, the owner must notify the Chief Inspector immediately by telephone or telegraph. The Chief Inspector is required to have such investigation made as he deems necessary to determine the cause of the occurrence or accident.

The actual standards with which elevating devices must comply are to be set by regulation. The Lieutenant-Governor in Council is authorized to make regulations governing the location, design, construction, operation, maintenance and inspection of elevating devices, and other matters, and prescribing inspection fees.

Penalties may be imposed for violation of the provisions of the Act. Each day on which a person violates the Act or fails to comply with an order issued under it constitutes a separate offence.

In Ontario, where similar legislation, the Elevators and Lifts Act, 1953, has been in effect since 1954, that Act was amended by repealing the provision that enabled the City of Toronto to pass by-laws in respect to matters dealt with in the Act. The amendment, effective on proclamation, will bring elevating devices in the City of Toronto under the Act in the same way as in other municipalities. At present passenger elevators in Toronto and freight elevators in municipal buildings in Toronto are governed by municipal regulations.

Metalliferous Mines

The amendment to the British Columbia Metalliferous Mines Regulation Act introduced a number of changes in connection with the supervision of mine safety and in safety rules. Also, special safety rules may now be required by the Chief Inspector for mines with fewer than 50 employees, as well as those with 50 or more.

A new section in the Act provides that every person employed underground must be under the supervision of a shiftboss or other official who holds a shiftboss certificate.

Applicants for a shiftboss certificate must undergo an examination by a Board of Examiners, composed of the Chief Inspector of Mines or Deputy Chief Inspector as chair-

man, and two other inspectors appointed by the Minister. To obtain a certificate, an applicant must satisfy the Board that he is conversant with the English language, that he has had at least three years practical mining experience, or a mining engineering degree from a university approved by the Board and one year's mining experience, and that he holds a mine-rescue certificate and a first aid certificate approved by the Board. He is also required to have a thorough knowledge of the rules and regulations of the Metalliferous Mines Regulation Act and of safe working practices.

The Board may grant provisional shiftboss certificates under such conditions as it considers necessary. A certificate may be suspended or cancelled by the Board after investigation if an inspector reports that a shiftboss is unfit to discharge his duties by reason of drunkenness or negligence or has been convicted of an offence against the Act. The requirements concerning shiftbosses are effective August 1, 1960.

The owner, manager or other authorized person must now examine at least once during each shift (formerly daily) all working parts of a mine to ensure safe conditions. If a person working underground is not in frequent communication with others, the manager must arrange to have him visited at least once every four hours. When unusually hazardous work is being done in a mine, it must be personally supervised by the manager or other authorized person. No person may operate machinery unless authorized and qualified.

As before, the mine owner or manager has to notify the inspector immediately of fatal accidents and those involving serious personal injury, and mail a report within 24 hours setting out, among other matters, the time, place, nature and extent of the accident. In addition, a detailed report of all accidents for which compensation payments are made must now be mailed at the end of the month to the Chief Inspector and the Inspector. The former provision requiring a report of any accident involving seven days loss of work has been repealed.

Changes were also made in the requirement placed on mine operators to notify the inspectorate of the commencement or cessation of operations. These requirements now apply to quarries as well as mines. A report must be made to the inspector immediately after work is commenced, and within one week after work ceases. Formerly, on cessation, a report was required only within 30 days after abandonment.

The first aid requirements were also amended. It is now specified that the owner of a mine must provide and maintain such

first aid supplies and services as are required by the Workmen's Compensation Board and the first aid rules formerly set out in the Act have been repealed. The requirements specified in the Workmen's Compensation Board order may be increased or reduced by the Chief Inspector after consultation with the Board.

Where more than 36 persons are employed, adequate communication facilities must exist to obtain a physician without delay unless the inspector grants exemption from the requirement. Life-saving equipment must be provided by the owner or manager and used by the workmen if there is danger from drowning.

Annual medical examinations of workmen in the metal mining industry and the operations of milling and concentrating ores, at the expense of the employer, are required under the Act. No workman may be employed in any mine, or in any ore or rock crushing operation (other than an operation where the ore or rock is crushed in water or in a chemical solution) unless he holds a certificate of fitness to the effect that he is free from disease of the respiratory organs or has permission from the Workmen's Compensation Board. The section dealing with the required certificate has been amended to specify that the certificate may be either an annual or temporary one and, if employment is authorized by the Board, the authorization must be in writing.

A number of changes were made in the safety rules dealing with structure and equipment underground. When locomotives are in use on a haulageway, chutes constructed after May 1960 must be so constructed that no part will project into the haulage way in such a manner as to endanger the motorman. Every trolley-locomotive must be operated with the trolley-pole in the trailing position, unless there is no room to reverse the pole, in which case walking speed must not be exceeded. In mechanical haulage underground a car must not be pushed by a locomotive if material extends over the length of the car.

A new requirement specifies that when a ladder-way and a skipway occupy the same compartment there must be sufficient guard-rails to prevent any person using the ladder-way from falling into the skipway.

The rule relating to hoist construction has been changed in several details. A return-bell signal system is required to be installed unless the inspector grants an exemption. The Chief Inspector may exempt hoist installations of friction type from the hoist construction rules of the Act upon such conditions as he may prescribe.

A number of changes were made in the rules governing use of explosives in mines. New provisions empower the inspector to arrange for disposal of a defective explosive or fuse. New requirements are also set out for supplying of fuse to workmen and for the room in which the detonator is attached to the fuse. Blasting operations, as before, may be conducted only by a person holding a blasting certificate under the Act.

It is now provided that the inspector may by an endorsement place any limitation or qualification he thinks fit upon the scope of the certificate. The word "incidental" placed on the certificate will indicate that the holder is limited to blasting what are generally known as pop-holes and bulldozes. It is now obligatory for a mine manager to suspend immediately from his blasting duties the holder of a blasting certificate if the holder is guilty of a breach of blasting rules.

In Nova Scotia, also, the amendment to the Metalliferous Mines and Quarries Regulation Act dealt with explosives. The Act now requires that explosives in cartridges while in boxes or cartons be stored in regular layers not exceeding a total height of five feet. The former requirement specified a maximum of five boxes or cartons in height.

Gas Distribution

An amendment to the British Columbia Gas Act defines more precisely the division of responsibility between provincial and municipal authorities to inspect gas distribution systems. It requires municipal councils to provide and maintain gas inspection services where the gas pressure in house piping is less than half a pound per square inch, except where the Minister of Public Works has arranged with the municipality to have the Chief Inspector responsible for the gas inspection service. House piping has been defined as gas piping in any premises beyond the outlet of the meter, or ahead of the meter if the gas company is responsible for the installation of the piping.

The Chief Inspector must now maintain a gas inspection service for mains, services, and for premises where the gas pressure in the house piping is half a pound or more per square inch. Previously the municipal councils were responsible for all gas inspection services, except where the Minister had arranged with the municipality to have the Chief Inspector responsible for this function.

Radiation Hazards

The Quebec Public Health Act was amended to authorize the Lieutenant-Governor in Council to regulate the sani-

tray conditions of establishments where substances or apparatus emitting ionizing radiations are used. The Lieutenant-Governor in Council is also given specific authority to regulate ionizing radiations in industrial establishments as defined in the Industrial and Commercial Establishments Act.

In Nova Scotia, an amendment to the Public Health Act authorizes the Governor in Council to make regulations for the control of radiation hazards other than hazards from radioisotopes. The regulations may require the registration of all ionizing devices other than those utilizing radioisotopes, and the registration of persons operating, controlling or responsible for the operation of ionizing devices. The operation of any shoe-fitting device that uses fluoroscopic, X-ray or radiation principles is forbidden.

Logging Camps

In Newfoundland, the Logging Camps Act, 1960 was passed, replacing the Logging Act and the Logging Camps (Sanitation and Medical Attendance) Act.

The new Act, which will come into force on proclamation, deals with the establishment and operation of logging camps, supplies, health, employment conditions, and inspection. It also deals with the scaling of timber, but provisions relating to this matter are not reviewed in this article.

The Minister of Mines and Resources may require a person who intends to make arrangements for cutting of timber to submit information on the estimated number of loggers to be engaged, provision for their accommodation and meals and other matters.

Every logging camp must be so located, constructed, maintained and used as to prevent danger to safety and health and to provide for the well-being and reasonable comfort of loggers. Loggers using camps are required to conduct themselves properly. Responsibility for ensuring that the provisions of the Act are observed rests upon the forest operator, every employer of loggers, and the owner, operator, occupier and user of a logging camp. In every camp there is required to be a person designated by the employer or operator as a camp boss to be responsible for seeing that the provisions of the Act are carried out.

The Act sets out medical and health requirements. If a logger is ill or injured the foreman or other person in charge of the logging operation is responsible for ensuring that he gets prompt medical attention. He is also required to report promptly

to an inspector or the Minister of Health any outbreak of disease. An inspector must also report such outbreaks to the Minister of Health.

Inspectors for the enforcement of the Act may be appointed by the Lieutenant-Governor in Council. An inspector is empowered to inspect logging camps and to question any person concerned with its operation or use in regard to matters covered by the Act.

The Lieutenant-Governor in Council has authority to make regulations concerning the construction and operation of logging camps in order to ensure that the health and welfare of loggers is safeguarded. The Act specifies that the regulations may vary according to the type and location of camps and the time of their application.

The regulations may empower the Minister to make orders for carrying out the provisions in the regulations and to deal with related matters.

Offences under the Act are punishable by fines not exceeding \$1,000 or, in default, imprisonment for a period not exceeding six months, or both the fine and imprisonment.

The provisions of the new Act with respect to camps do not differ greatly from the requirements of the legislation that is repealed, but the power to make regulations is very extensive, and the responsibility on the employers, owners and operators is more specifically defined.

Other Changes

Two Acts were amended in Ontario to permit fees to be established for inspection services. An amendment to the Department of Labour Act authorized the Lieutenant-Governor in Council to prescribe fees to be paid for inspection services in connection with work done under compressed air, in construction of tunnels and open caisson work, and in the construction of coffer dams and crib work in water or other places where pressure of sand, water or soil is likely to endanger human life. The Boilers and Pressure Vessels Act was amended to permit fees to be prescribed by regulation for approval of welding procedures for boilers and pressure vessels.

The Ontario Factory, Shop and Office Building Act was also amended to permit a bakeshop to be located below ground level provided that drawings and specifications of the building are approved by the Department of Labour and the work is performed in accordance with the approved drawings and specifications. Another amendment states that where a boiler or pressure vessel is in a factory or other premises under

(Continued on page 946)

Participation of Women in Trade Unions

Women workers, generally speaking, not well organized, survey by ICFTU among its member organizations found. Replies revealed a number of common obstacles to recruitment of women, and few women in responsible trade union positions

A survey carried out by the International Confederation of Free Trade Unions among its member organizations throughout the world found that, generally speaking, women workers are not well organized. It was impossible to obtain precise figures because many labour unions do not separate men and women in their membership lists.

The results of the survey were the subject of discussion at the international women workers' conference convened by the International Union of Food, Drink and Tobacco Workers Associations.

Despite the lack of precise figures, it was reported that United States unions have more than three million women members. In four countries, Germany, Great Britain, Italy and Japan, women union members number more than a million.

Occupations Poorly Organized—An inquiry to determine which occupations employing large numbers of women were difficult to organize produced confusing results. In some countries, nursing and teaching are very poorly organized; in others, these professions provide a great many union members.

In general, women in the textile trades are strongly organized but even here there are exceptions. Difficulties were reported from most countries in organizing women office workers and saleswomen, but on the other hand, in some countries they are well organized. There are certain occupations that nearly everywhere present serious obstacles to trade union action—domestic servants, home-workers, saleswomen in small establishments and agricultural workers.

Difficulties in Organizing Women—A number of common obstacles to the recruitment of women were reported. Trade unions do not particularly attract women and there is an absence of trade union tradition among them. Married women in particular have little time to devote to union activities because, in addition to their work outside the home, they have to perform their family duties and look after their children. Furthermore, since many young women consider their working life as merely a transition between school and marriage and later as a temporary obligation, they do not attach great importance to obtaining good working conditions through trade union action.

Women in Responsible Trade Union Posts—The higher the trade union responsibilities, the fewer the women holding office, the report notes. Although there is a more representative distribution as between men and women members in executive posts in unions at the local or regional level, even organizations that have more than one woman trade union member for every four men usually do not have a woman on their executive board. A few trade unions that have a female membership of more than 90 per cent have executive boards composed entirely of women but these are exceptional.

Women's Committees—Unions in several countries have organized women's committees to help arouse the interest of women workers in trade union activities and to persuade them to play a positive role. These committees organize special meetings for women at which trade union problems are discussed and household advice, talks on social questions and some entertainment are usually included in the program.

Women's committees are concerned also with such matters as the safety and health protection of women workers, maternal protection, methods of combining work with home responsibilities, forms of discrimination against women workers, their inadequate vocational training and the lack of training opportunities for them.

Educational Programs—In training their members many national organizations prefer to have both men and women attend the same courses. In some countries training courses are held for women only but in others good results have been obtained by reserving a specified number of places for women.

Steps to relieve the shortage and wastage of nurses and midwives in Great Britain were recently urged by the Trades Union Congress in representations to the Minister of Health.

The TUC maintained that entry tests to the profession did not adequately assess individual intelligence and aptitudes along with academic standards; that nurses' salaries were lagging behind wages and salaries in industry and other professions and that the dearth of nurses in the mental health branches was in part due to the restricted opportunities for promotion in that field.

Study of 117 Pension Plans Tends to Refute Argument against Hiring Older Workers

Low maximum age limit for entry to pension plan—often given as reason for not hiring older worker—occurs in relatively few of the 117 industrial pension plans studied. Only 13 plans limited entry to persons under age of 50 years

Industrial pension plans have frequently been cited as one of the major factors mitigating against the employment of older workers. A recent study of 117 industrial pension plans by the National Trust Company tends to refute this argument.

The study indicates that low maximum age limits for entrance eligibility to a plan—so often mentioned as a reason for the establishment of arbitrary age limits in hiring—occur in relatively few pension plans.

Of the 117 plans examined, 69 (58.9%) either had no maximum age limits for entrance or had a maximum of 65 or under-65 for men. Ten of these plans had a maximum entrance age of 60 for women and one a maximum of 55. Of the remaining 48 plans, only 13 had maximum age entrance requirements under 50 years of age and in seven of these the age maximum applied to women only, the maximum for men being age 50 or higher. The remaining 35 plans had maximum entrance age limits varying from age 50 to age 64.

Only six of the 117 pension plans had maximum entrance age requirements under 50 for both men and women. The ages on these six plans were as follows:

Maximum Entrance Age		
	Male	Female
Plan A.....	Under 50	Under 50
Plan B.....	45	45
Plan C.....	46	41
Plan D.....	45	42
Plan E.....	45	40
Plan F.....	Under 40	Under 40

Of the 69 pension plans which either had no maximum entrance age limits or a maximum of 65 or under—65 for men, 48 were contributory and 21 were non-contributory, indicating that this factor apparently had little or no bearing on the establishment of low maximum entrance ages to the plans.

The funding of these 69 plans, although predominantly of the trust fund type, included the following types: government annuity and trust fund, government annuity and individual insurance policy pension

trust, government annuity and insured group annuity, insured group annuity, and insured deposit administration (*see* box on facing page for definitions).

Normal Retirement Ages

A normal retirement age of 65 is the provision in 106 of the 117 pension plans examined. In 89 plans, however, there is reference to postponed retirement, which as a rule requires the mutual consent of employer and employee. There is a final cut-off date at age 70 in 21 plans, and 9 plans handle postponed retirement on a year-to-year basis. Under some union-type pension plans there is an “automatic” retirement age of 68.

Early retirement is allowed in most plans with the consent, or at the request of the company.

Normal retirement provisions are summarized in the following table:

Normal Retirement Age		Number of Plans
Males—Age 70.....		3
Age 68.....		3
Age 65.....		106
Others or not specified.....		5
		117
Females—Age 70.....		1
Age 68.....		3
Age 65.....		54
Age 60.....		47
Age 55.....		6
Others or not specified.....		6
		117

Type of Pension Formula

The majority of the pension plans studied were established on a definite benefit basis, in contrast to the plans in which the benefit at retirement is whatever the specified contribution will purchase. The career average earnings method appears the most popular and is used in more than half of the plans examined. Money purchase plans appear to be losing ground to other types, and only 13 of the 117 plans were using this formula.

Types of Pension Funding

Government Annuities—Contributions are paid to the annuities Branch of the Department of Labour under a master group contract or, rarely, under individual contracts. The payment of annuities and death refunds is guaranteed by the Government of Canada. The premium rates depend upon the date of registration of the individual. The maximum pension is \$1,200 a year and the pension (unless under \$120 a year) cannot be commuted for cash.

Trust Fund (or Self-Administered Fund)—Contributions are accumulated in a trust fund, which is held and invested under the management supervision of a corporate trustee, personal trustee, or an incorporated body called a "Pension Fund Society." Pensions may be paid directly from the trust fund or purchased from an insurer with money from the trust fund. The fund is supervised by a qualified actuary to ensure that the fund is sufficient to meet present and future liabilities as provided under the terms and provisions of the plan established by the employer.

Individual Insurance Policy Pension Trusts—Individual insurance policies are issued by an insurer on the lives of participating employees, the policies being held by trustees under a trust agreement. These policies, in many cases, include a life insurance benefit as well as a pension benefit. The original contracts are based on the employee's current earnings and new policies are usually issued when earnings

increase. An employee leaving the plan may maintain his policy in full force by paying future premiums.

Insured Group Annuity—The terms and provisions of the pension plan are contained in a single master policy issued by the insurer to the employer. Premiums purchase amounts of deferred annuity for each employee at rates guaranteed, usually for three- or five-year periods. Bulk underwriting, accounting, and other group procedures are employed, although individual records are kept.

Insured Deposit Administrations—Contributions, usually reduced by a small expense charge, are made to a deposit fund held by an insurance company, which guarantees a minimum rate of interest on these moneys. The individual record keeping and administration of the plan are handled by the employer. On retirement of a member the cost of his annuity at conversion rates guaranteed by the insurer is withdrawn from the deposit fund and thereafter his annuity is paid by the insurer. An actuary advises on the contributions required. Provision is almost invariably made for an experience rating which passes on to the employer a part of the excess interest earnings and capital gains above the guaranteed minimum. In some cases (immediate participation guarantee) the employer also participates in a specified share of any gains from pensions' mortality or reduced expenses.

The following table summarizes the varied types of pension formula utilized by the 117 plans:

Type of Pension Formula

	Number of Plans
Final Earnings or Final Average Earnings...	27
Average Earnings or Career Average Earnings	61
Uniform Benefit or Flat Benefit.....	14
Money Purchase*.....	13
Profit Sharing.....	2
Total Number of Plans.....	117

NOTE: 8 plans included above have a minimum pension based on a final average earning base.

* Includes one plan that provides variable annuities.

Vesting Provisions

An employee who separates from his employment before retirement age is obviously handicapped in building up pension credits if he loses his right to the contributions the employer has made on his behalf. His own contributions are available to him, unless the plan is non-contributory, in which case he has none, but obviously he cannot do as well with them alone as he would if he had the benefit from the employers contributions also.

The National Trust Company study indicates that many pension plans have adopted a vesting clause allowing for 100-per-cent vesting when the employee has completed 20 years of service and has reached 50 years of age. Some 33 of the plans surveyed provided for partial vesting of company contributions prior to the time when vesting becomes complete.

The vesting provisions of the 117 plans are shown in the following table:

Conditions for Vesting of Employer-Paid Pension upon Termination of Employment

	Number of Plans
Full Vesting:	
On employment or enrolment.....	7
After 5 years service.....	1
After 10 year service.....	4
After 15 years service.....	13
After 19 years service.....	4
After 20 years service.....	23
After 20 years service and age 50.....	11
After 25 years service.....	2
Age and Service.....	16
10 years and age 40.....	5
15 years and age 40.....	2
15 years and age 45.....	2
Age 50 (male), 45 (female) and 20 years service.....	3
Within 10 years of normal retirement age or 20 years service.....	2
Others.....	2
None Prior to Retirement.....	19
Others.....	12

117

50 Years Ago This Month

Settlement by conciliation board of dispute between Toronto Street Railway Co. and its 1,300 employees provides one-cent increase for first and second-year men, 1½ cents for third-year men. Company agrees to provide seats for motormen

A dispute between the Toronto Street Railway Co. and its employees, numbering about 1,300, was settled in August 1910 by the mediation of a conciliation board appointed under the Industrial Disputes Investigation Act. The settlement averted an impending strike.

The two-year agreement reached between the company and the Toronto Railway Employees' Union No. 113, which was published in full in the September 1910 issue of the *LABOUR GAZETTE*, gave the men a wage increase, retroactive to June 16, that raised the hourly rate for first- and second-year men by 1 cent to 21 and 23 cents respectively, and the rate for third-year men by 1½ cents to 25 cents an hour.

Besides the wage increase, the contract provided that the company should pay half the cost of uniforms for motormen and conductors after one year's service, and the whole cost after two years service. It also settled a number of points regarding discipline and working conditions.

One of the undertakings was that the company would not discriminate against employees for being members of any organization.

The company agreed to provide seats for motormen in closed cars, and in open cars "if a fixed seat of a pattern which will not interfere with the public can be obtained." If a satisfactory fixed seat could not be found, the motormen were to be free to provide and use uniform portable stools of a design approved by the manager, "provided such stools can be used without interfering with the use of the front seat of open cars by the public." The men were to be allowed to use the seats on certain portions of the line only.

Another provision allowed the men in the motor shop five minutes to wash before leaving work. Any employee who, "in the opinion of the management," abused the privilege was to be subject to dismissal.

Regarding discipline, one of the provisions was that any employee against whom charges had been made should have the right to appeal in person to the General Superintendent, and that he might, except in charges of dishonesty, "bring with him in his interest a deputation or any committee of his fellow employees."

A meeting of the Dominion Legislative Board of the International Brotherhood of Locomotive Engineers, held in Ottawa in March, adopted a number of resolutions aimed at the improvement of working conditions for engineers. A letter embodying those resolutions was addressed to the Board of Railway Commissioners early in April, and during August the Board announced that it would consider the questions raised in the letter at a meeting on November 1.

One of the resolutions asked that, "owing to the liability of accident and the exposure to the severe cold during our winter season," it should be forbidden by law for a locomotive to be run tender first for a distance of more than 10 miles, except in emergency.

Another resolution said that "many of the modern engines now being built and used in Canada are totally devoid of comfort or convenience for the men who are obliged to spend the greater part of their time on them." It said that everything seemed to be "sacrificed in order to make them as huge and powerful as possible."

It complained that "to get into position to handle these monsters, the engineer is obliged to climb over obstructions in the shape of different parts of the equipment, and wedge himself in the narrow space between the side of the cab and the boiler." In this position, it was pointed out, if the locomotive ran off the track and turned over, the engineer would have no chance to escape, and would probably be crushed and scalded to death.

The resolution asked that there should be some regulation about the size of the cab, in order that "ample room and breathing space" should be allowed. It also complained that the various gauges and operating controls were often very awkwardly placed.

Another recommendation was that an engineer should be held responsible only for "such defects as may be reasonably detected from the outside," and that looking out for other defects should be the responsibility of competent inspectors, who should be placed at all railway terminals. This would save the engineer from having to crawl between the wheels and under the engine, thereby exposing himself to risk and dirt.

TEAMWORK in INDUSTRY

Labour-Management committees in Canada should be substantially increased in number, says Gordon G. Cushing, Assistant Deputy Minister of Labour.

Speaking recently to a union and business representatives' meeting sponsored by the Windsor Labour-Management Assistance Committee, Mr. Cushing declared: "The 1,500 labour-management co-operation committees now in existence are far too few. This number should be operating in Ontario alone, with proportionate numbers in the other provinces."

The speaker indicated that by bringing union and company representatives together regularly to discuss their mutual problems, these committees are in a strategic position to improve labour-management relations in Canadian industry.

* * *

Excellent communications between management and employees are contributing greatly to the high level of plant morale at the Dominion Road Machinery Company in Goderich, Ont., manufacturers of snow blowers and the all-Canadian "Champion" road graders.

According to General Manager John Sully, the individual employee's opinion is both sought and respected, with the result that there is a steady flow of information back and forth between labour and management.

Top communications and relations booster is the annual series of luncheon meetings—"designed to give all of us a look at the efficiency of our operations from sweeper to vice-president," explained Personnel Manager L. B. Graham. Limiting the size of each group to 12 persons provides "more time to talk," added Mr. Sully. "We're getting a maximum of communication with a minimum of confusion."

While his audience feeds on the company-furnished fried chicken, vegetables, ice-cream and pie, the General Manager introduces a variety of topics: What is our competition doing? How are orders shaping up? What's new in plant safety? How is our house-keeping program? What changes and trends might affect, and therefore interest, employees? Where do we stand on productivity and quality? Are our waste costs too high? Mr. Sully's discourse is invariably followed by an animated exchange of questions and answers.

Elgin Fisher, President of Blue Water Lodge, Local 1863, International Association of Machinists, describes the meetings as a "tremendous success" in promoting labour-management co-operation. Although the luncheons were inaugurated on an experimental basis, they yielded such gratifying results that employees and management expressed a mutual desire to see them retained as an annual event.

Asked about their over-all effectiveness, General Manager Sully declared: "The whole tempo of the plant changed. Morale went up. And everyone became a lot more interested in their work."

Graphs displayed during the meetings enable personnel in the various departments to assess their progress in efficiency, productivity and quality. The idea behind the visual presentation is not to show up either an employee or his work but "to make each man his own inspector." Management and union both are solidly behind this innovation because they reason that a qualified tradesman wants, and expects, to be informed on these matters.

DRMCO management also believes that the company's financial position, including details of operating costs, profits and business prospects generally, is information to which personnel are entitled as partners in a joint enterprise. As Mr. Sully phrased it: "Our employees have an intelligent, sane approach to the welfare of the company and themselves. We believe that if they are presented with the facts management is aware of, they will most likely understand our point of view."

The employees' point of view was perhaps best expressed at the 15th anniversary banquet of Blue Water Lodge, held in Goderich last October. Among the union's guests were top management representatives of DRMCO and their wives, and principal speaker A. J. Hayes of Washington, D.C., President of the million-member IAM. During his address Mr. Hayes referred to the level of labour-management co-operation existing at the Dominion Road Machinery Company as "the kind of relationship which the organized labour movement feels should be established everywhere."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during July. The Board issued six certificates designating bargaining agents, ordered two representation votes, and rejected one application for certification. During the month the Board received eight applications for certification and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Trois Rivières Inc., employed at Station CHLN in Three Rivers, Que. (L.G., July, p. 708).

2. General Truck Drivers and Helpers Union, Local No. 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of commissary attendants and a commissary supply clerk employed by the Canadian Pacific Air Lines, Limited, in its Flight Kitchen Section at the Vancouver International Airport, Sea Island, B.C. (L.G., Aug., p. 813).

3. International Longshoremen's and Warehousemen's Union on behalf of a unit of checkers employed by the Canadian National Railways at Vancouver and New Westminster, B.C., engaged in checking goods arriving by deepsea vessel and being transferred into railway cars (L.G., Aug., p. 813) (see reasons for judgment below).

4. Local 23736, Canadian Labour Congress, on behalf of a unit of grain trimmers casually employed by Upper Lakes Shipping Ltd. in its Grain Elevator Division at Goderich, Ont. (L.G., Aug. p. 814).

5. International Longshoremen's Association, on behalf of two units of employees of The Hamilton Harbour Commissioners, Hamilton, Ont. (L.G., Aug., p. 814). Two certificates were issued, one covering a unit of regular employees and the other covering a unit of casual employees.

Representation Votes Ordered

1. Canadian Merchant Service Guild, Inc., Eastern Branch, applicant and intervener, Seafarers' International Union of North America, Canadian District, applicant and intervener, and the Anticosti Shipping Company, Montreal, respondent (L.G., Aug., p. 813). The Board directed that the names of both applicants be placed on the ballot (Returning Officer: C. E. Poirier).

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant, the River Towing Company Limited, Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Aug., p. 814). The Board directed that the names of the applicant and the intervener be placed on the ballot (Returning Officer: G. H. Purvis).

Application for Certification Rejected

General Truck Drivers and Helpers' Union, Local No. 31, and General Teamsters Union, Local No. 885, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, the Canadian Pacific Railway Company, respondent, the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener, the Canadian Brotherhood of Railway, Transport and General Workers, intervener, and The Order of Railroad Telegraphers, intervener (Merchandise Services Department) (L.G., June, p. 602) (See reasons for judgment below).

Applications for Certification Received

1. Canadian Air Line Dispatchers Association, on behalf of a unit of dispatchers employed by TransAir Limited, Winnipeg, Man. (Investigating Officer: J. S. Gunn).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of Greyhound Lines

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

of Canada Ltd. in its Sudbury Division (Investigating Officer: A. B. Whitfield) (later withdrawn, *see* below).

3. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of longshoremen employed by Louis Wolfe and Sons (Vancouver) Limited, Vancouver (Investigating Officer: D. S. Tysoe).

4. Newfoundland Union of Journalists and Photographers, Local No. 1593 (CLC), on behalf of a unit of newsroom staff employed by the Newfoundland Broadcasting Company, Limited, St. John's, Nfld. (Investigating Officer: W. L. Taylor).

5. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of coastwise longshoremen employed by the West Coast Stevedoring Co. Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

6. International Longshoremen's and Warehousemen's Union Local 509, on behalf

of a unit of coastwise longshoremen employed by the Canadian National Steamships, Vancouver (Investigating Officer: D. S. Tysoe).

7. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Victoriaville Ltee., Victoriaville, Que. (Investigating Officer: C. E. Poirier).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed by the Canadian Pacific Railway Company aboard vessels in its Bay of Fundy Steamship Service (Investigating Officer: H. R. Pettigrove).

Applications for Certification Withdrawn

1. International Longshoremen's and Warehousemen's Union, applicant, and Canadian Stevedoring Company Limited, Vancouver, respondent (Terminal Docks) (L.G., Aug., p. 814).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

2. General Truck Drivers Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Scott Haulage Limited, Timmins, Ont., respondent (L.G., Aug., p. 814).

3. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Greyhound Lines of Canada Ltd., respondent (Sudbury Division) (see item 2, "Applications for Certification Received," above).

Reasons for Judgment

in Application for Certification Affecting

Canadian National Railways
and
International Longshoremen's and Warehousemen's Union
and
Canadian Brotherhood of Railway, Transport and General Workers

This is an application for certification of the applicant as bargaining agent for a unit of employees of the respondent described as: persons employed as marine checkers in and around the cities of New Westminster and Vancouver, B.C., as required by the respondent, save and except supervisory personnel.

At the hearing no one appeared for the applicant. The application had originally given the respondent's name as Canadian National Steamships, but with the consent of the respondent and the intervener the name was amended to read: Canadian National Railways.

Following representations made at the hearing the Board decided that the correct description of the proposed bargaining unit is:

A unit of employees of Canadian National Railways comprising employees classified as checker, employed at Vancouver, B.C., and New Westminster, B.C., who are engaged in checking goods arriving by deepsea vessel either directly from ship's sling or from a place of rest on the dock into railway cars, excluding the assistant marine foreman and persons above that rank.

From the evidence it appears that the men affected are engaged solely in checking freight which has already been checked out of the ship, into railway cars. It is a railway function for the Canadian National Railways, not a marine function. Only six men are involved, and they are employed on a casual basis as and when ships are unloaded with cargo that requires reloading on Canadian National Railways cars.

The Board consisted of C. Rhodes Smith, QC, Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, Donald MacDonald and A. C. Ross, members. The judgment of the Board was delivered by the Chairman.

Though the work is casual it appears that the men do receive a considerable amount of work.

The great body of checkers for the respondent are members of the intervener and are covered by a collective agreement between the respondent and the intervener. This applies to checkers doing similar work for the respondent in most other Canadian ports.

It was argued by the intervener and also by the respondent that if the men affected by this application are to be represented by a union for collective bargaining purposes the proper union is the intervener, and that these men should then be included in the over-all system agreement of the intervener with the respondent.

The intervener cited as a precedent the decision of the Wartime Labour Relations Board in May, 1944 in the Toronto ticket sellers case, in which that Board rejected an application by the intervener for a unit of Canadian Pacific Railway ticket sellers limited to Toronto. The ticket sellers did not constitute a craft group. The vast majority of clerical employees and ticket sellers on the railway system were already represented by another organization. The decision meant that the Toronto ticket sellers should not be carved out of an existing system unit of clerical employees.

The Board is in full accord with the decision in the Toronto ticket sellers case, but believes that in the instant case there are special circumstances which warrant departure from the rule there laid down. In this case none of the men affected are members of the intervener, while five of the six are members of the applicant. The intervener has tried for many years, without success, to have these men included in

the over-all collective agreement. The over-all collective agreement between the respondent and the intervener expressly excludes men employed on docks. The intervener has never applied for certification for a unit which would include these men and did not indicate any intention of doing so. It appears that these men desire separate representation by reason of seniority problems that would arise between them and checkers in the railway sheds if they were included in a common bargaining unit.

Under these circumstances there is, in the Board's opinion, no likelihood that within a reasonable period of time the men affected will become members of the inter-

venor or be covered by the intervener's over-all agreement with the respondent. Unless an exception to the rule in the Toronto ticket sellers case is made, and the application granted, this group of employees will be denied representation for an indefinite period.

In consideration of the foregoing facts the application is granted.

Dated at Ottawa, August 23, 1960.

(Sgd.) C. RHODES SMITH,
Chairman.

W. S. MASON,
Member.

ELROY ROBSON,
Member.

Reasons for Judgment

in Application for Certification Affecting

Canadian Pacific Railway Company

and

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America

and

The Order of Railroad Telegraphers; Brotherhood of Railway
and Steamship Clerks, Freight Handlers, Express and Station
Employees; Canadian Brotherhood of Railway, Transport and
General Workers

This is an application by the Teamsters for certification by the Canada Labour Relations Board as bargaining agent for:

All employees employed by the Canadian Pacific Railway Company in its Merchandise Services at Vancouver, B.C., Victoria, B.C., Duncan, B.C., Nanaimo, B.C., Port Alberni, B.C., Courtenay, B.C., and Campbell River, B.C., or elsewhere in Canada except persons employed as welders, machinists, mechanics, lubricating men and their respective trade helpers, except office employees (including those employed in the general office), and excepting persons employed in the regional accounting office, Merchandise Services, and excepting persons excluded by the Act and excepting foremen and dispatchers, but including truck drivers, swamper, warehousemen and helpers employed in connection with or in the said Merchandise Services Department.

At the hearing, on July 13, 1960, counsel for the applicants asked that the application be amended to cover: "All employees em-

ployed by the Canadian Pacific Railway Company in its merchandise services in Canada," with the same excepted classifications.

After hearing argument, the Board has come to the conclusion that it is not necessary to make a formal decision concerning the change requested in the description of the proposed unit, as the meaning of the original description and that of the proposed amendment are essentially the same. In the Board's opinion, the phrase, "or elsewhere in Canada," as found in the application is not intended to describe an alternative area to the location specifically mentioned therein, but rather a cumulative area, so that the true meaning of the phrase is the same as if it had read "and elsewhere in Canada."

At the outset of the hearing counsel for the applicants objected to Donald MacDonald sitting as a member of the Board and hearing the application, on the ground that Mr. MacDonald was a member of the Executive Council of the Canadian Labour

The Board consisted of C. Rhodes Smith, QC, Chairman, and A. H. Balch, E. R. Complin, A. J. Hills, Donald MacDonald and A. C. Ross, members. The Judgment was delivered by the Chairman.

Congress which had already judged certain matters which involved directly this particular application, and that in these circumstances it was difficult to imagine how Mr. MacDonald could be or at least could appear to be in an unbiased position toward the applicants. He thought Mr. MacDonald ought to disqualify himself from sitting on the Board for this application.

Following consideration by the Board of this submission of counsel, the Chairman stated the Board's opinion that there was no reason why Mr. MacDonald should withdraw from the hearing of this application. All members of the Board have taken an oath to carry out their duties in full accordance with the law, in an impartial manner. The composition of the Board was established for the express purpose of ensuring that the principal labour organizations and the major employer organizations in Canada would be represented, and that the Board would have the advantage of the views of all their representatives. There was nothing in the Act, Regulations or Rules of Procedure to indicate that a member who happened to be connected with either an employers' or a workers' organization that was concerned in an application should disqualify himself or be disqualified from sitting as a Board member to hear the application. From a practical point of view the application of such a rule would make it almost impossible for the Board to carry on its work.

Counsel for the applicants also objected to the Canadian Brotherhood of Railway, Transport and General Workers being accorded any status as an intervener. He argued that the Brotherhood had no position in regard to the employees of Merchandise Services, having withdrawn, at the hearing in an earlier application, any claim to represent employees in the proposed bargaining unit. The Board rejected their objection on two grounds: (1) that the description of the bargaining unit in the present application was wider in its terms than the earlier application and might include other members of the CBRT and GW and, (2) that at the date of the filing of this application, according to the report of the Board's investigating officer, the CBRT and GW had 124 members in the proposed unit.

The circumstances in which this application is made, as described in the evidence given to the Board, may be stated as follows:

On or about August 1, 1959, the respondent Company began a reorganization and integration of all its less than carload services, including services afforded by

subsidiary companies wholly owned and operated by the respondent. These services included:

(a) Package freight services by Canadian Pacific Express Company,

(b) Less than carload freight services by the respondent,

(c) Less than carload trucking services by the respondent or by its wholly-owned and operated subsidiary truck transportation companies.

The purpose of the integration of these services was stated to be to regain some or all of the freight business which had been lost by the respondent to independent trucking companies.

The method of integration was the creation by the respondent of a new department known as the Merchandise Services Department, to which all the express and freight carrying services described above were to be transferred. The effect of the transfer is to place under one operation warehousing, local pickup and delivery, and over-the-road trucking.

On August 1, 1959, the new Merchandise Services Department took over the affected operations on Vancouver Island, those at Vancouver on October 1, 1959, and to date in 1960 has taken over those located in several other centres in British Columbia. The operation in British Columbia is a pilot operation. The respondent intends to extend the integration eastward across Canada as its officials gather experience in British Columbia in this new method of handling the business. At the date of the hearing, no dates had been set for stages in this proposed development eastward, though plans for integration in Alberta were stated to be virtually completed.

Integration in British Columbia has involved the following:

(a) The respondent company in respect of its less than carload freight services.

(b) Canadian Pacific Express Company, a company wholly owned by the respondent and stated to be operated as a department of the respondent.

(c) Island Freight Services Limited, a trucking company wholly owned and operated by the respondent,

(d) OK Valley Freight Lines Limited, a trucking company wholly owned and operated by the respondent.

Prior to the integration, the employees of the respondent and of Canadian Pacific Express Company who are directly affected by this application, were represented for collective bargaining purposes by the intervener, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and

Station Employees, hereinafter referred to as the Clerks union. Prior to integration the employees of Island Freight Service Limited and of OK Valley Freight Lines Limited who are directly affected by this application were represented by the intervener, Canadian Brotherhood of Railway, Transport and General Workers, hereinafter referred to as CBRT and GW.

At the hearing it appeared that three employees directly affected by this application are members of the intervener, the Order of Railroad Telegraphers.

Prior to the integration the applicants did not represent any of the personnel who became employees of the Merchandise Services Department, hereinafter sometimes referred to as Merchandise Services. The applicants' claim to have as members a majority of the employees of Merchandise Services as constituted at the date of the application.

One of the applicants, viz., Local 31, filed an application on December 31, 1959, for certification as bargaining agent for all employees employed by the Canadian Pacific Railway in its Merchandise Services at 44 West Pender Street, Vancouver, B.C., with certain exceptions. That application was heard by the Board on February 3, 1960. On February 4, 1960 the Board rejected that application "for the reason that the unit of employees for which the application for certification was made was not separately appropriate for collective bargaining, being only part of a much larger unit of employees who are engaged in similar operations of the company and who are for the most part already represented by the intervener, the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, in collective bargaining with the employer."

The number of employees affected by that application was not finally determined by the Board but was in excess of 300.

The number of employees in the classifications specified, who were employed by Merchandise Services at the date of the present application was 429, including all of those for whom certification was sought in the earlier application. The additional personnel for whom certification is sought directly in the present application are employed outside Vancouver, on Vancouver Island. On the other hand the present application is by its terms intended to extend to employees of Merchandise Services throughout Canada. On this basis, all employees in the specified classifications, who may be transferred to Merchandise Services as the integration is extended across Canada, would become included in the proposed bargaining unit.

The evidence is that while there were only a few hundred employees in Merchandise Services, in the specified classifications, at the date of this application, the total number of such employees expected to be in Merchandise Services when the countrywide integration has been completed, is in the neighbourhood of 9,000. The very great majority of these 9,000 employees are members of the Clerks' union, and are now employed either by the respondent or by Canadian Pacific Express Company. They are represented by the Clerks' union for collective bargaining purposes.

Under date August 13, 1959, an agreement in writing was made between Canadian Pacific Railway Company Merchandise Services and the Clerks' union, effective from August 1, 1959, dealing with the transfers to be made of employees to Merchandise Services, and containing, *inter alia*, provisions concerning seniority and rates of pay. On April 1, 1960, an agreement in writing was made between the respondent and the Clerks' union, superseding the agreement of August 13, 1959. This agreement contained provisions concerning the transfer of employees to Merchandise Services, seniority, rates of pay, hours of work, overtime and working conditions.

At the hearing two technical questions were argued:

(1) Is this application premature, in view of the provisions of Rule 8 of the Board's Rules of Procedure?

(2) Is the agreement of April 1, 1960, between the respondent and the Clerks' union, a bar to this application under Section 7 (4) of the Industrial Relations and Disputes Investigation Act?

Considering these questions in the order stated: (1) Rule 8 of the Board's Rules of Procedure reads as follows:

8. Where an application for certification has been refused by the Board, the Board shall not entertain any further application by the applicant for certification in respect of the same or substantially the same unit of employees until a period of six months has elapsed following the date of the decision, except by special leave of the Board where the Board is of opinion that the prior application was rejected on account of a technical error or omission in connection therewith.

The present application is dated March 24, 1960, and was first received in the Board's office on March 28, 1960. It is thus within the six month period mentioned in the foregoing rule. The question to be determined is whether the unit of employees now applied for is the same or substantially the same as the unit applied for in the earlier application.

It is clear from the evidence that a considerable majority of the persons employed

by Merchandise Services at the date of this application were within the unit applied for in the earlier application which was rejected by the Board on February 4, 1960. A number of additional employees, mainly at points on Vancouver Island, were however included in this application, who were not included in the earlier application. The earlier application was expressly confined to employees of Merchandise Services at 44 West Pender Street, Vancouver, while the present application specifies employees at other points in British Columbia and then adds the words "or elsewhere in Canada." This phraseology indicates an intention to set up a unit which would embrace all of Canada. The Board, however, in considering the effect of Rule 8, is of the opinion that it must look at the actual membership of the proposed unit as compared with the membership of the unit in the earlier application, and not at the membership which may develop at some date in the future.

The Board is of the opinion that there is considerable reason to support the view that the two units are substantially the same, and if so, the provisions of Rule 8 constitute a bar to the consideration of the present application. However, the position is not completely clear. The Board therefore has decided to consider the application, notwithstanding Rule 8. (2) Section 7 (4) of the Industrial Relations and Disputes Investigation Act reads as follows:

(4) Where a collective agreement is in force, the application may be made at any time after the expiry of ten months of the term of the collective agreement, but not before, except with the consent of the Board.

The respondent and the Clerks' union took the position that the agreement of April 1, 1960, is a bar to the present application. It was argued that the Board should look not only at this agreement, but at what had transpired previously, and particularly at the agreement of August 13, 1959, for the purpose of deciding whether the application is barred under Section 7 (4) of the Act.

Counsel for the applicants argued that the agreement of April 1, 1960, and also that of August 13, 1959, did not constitute collective bargaining agreements, largely on the ground that it was not at all clear that the Clerks' union is the bargaining agent for the employees of Merchandise Services affected by this application. He further argued that the agreement of April 1, 1960, was made while the organizing campaign of the applicants was in progress, and that an agreement made under such circumstances by an uncertified union should not

bar the union that was actively organizing the employees from making an application for certification.

The present application was received by the Board on March 28, 1960. On the same date the applicants filed an alternative application in identical terms except that it included one or two additional classifications of employees in the description of the proposed bargaining unit. On being informed that they must choose which application they would rely on, they chose to proceed with the application that is now before the Board. The letter notifying the Board of this choice was received on April 7, 1960. On these facts the agreement of April 1, 1960 was not in force at the date of the application.

If the agreement of August 13, 1959 is a collective agreement, as the Board considers it to be, the effect of Section 20 of the Industrial Relations and Disputes Investigation Act must be considered. This section reads as follows:

20. (1) Notwithstanding anything therein contained, every collective agreement, whether entered into before or after the 1st day of September, 1948, shall, if for a term of less than a year, be deemed to be for a term of one year from the date upon which it came or comes into operation, or if for an indeterminate term shall be deemed to be for a term of at least one year from that date and shall not, except as provided by section 10 or with the consent of the Board, be terminated by the parties thereto within a period of one year from that date.

(2) Nothing in this section prevents the revision of any provision of a collective agreement, other than a provision relating to the term of the collective agreement, that under the agreement is subject to revision during the term thereof.

The agreement of August 13, 1959, the effective date of which was August 1, 1959, clearly had not been in force for a period of one year when it was superseded by the agreement of April 1, 1960. In our opinion the word "supersede" cannot be interpreted as meaning that the earlier agreement was simply revised by the agreement of April 1, 1960, but means that the earlier agreement was terminated and replaced by the latter agreement. Further, the agreement of April 1, 1960 was for a completely new term, the relevant clause of that agreement reading as follows:

10.1 This agreement will be effective April 1st, 1960 and will remain in effect for a period of one year and thereafter. On or after February 1st, 1961, sixty days' advance notice in writing may be served by either party on the other to revise, amend or terminate it.

As the agreement of August 13, 1959, was by its terms effective for a period of one year from August 1, 1959, the later agreement would be in conflict with Section

20 (2) even if it were interpreted as being a revision of the earlier agreement.

No request was made to the Board for its consent to the termination of the agreement of August 13, 1959.

Under these circumstances, and after considering the arguments advanced by counsel, the Board has concluded that the agreement of April 1, 1960 does not constitute a bar to the present application.

The argument on the merits of the application was concerned solely with the question whether the bargaining unit applied for constitutes an appropriate bargaining unit.

Counsel for the applicants argued strenuously that a unit of employees of Merchandise Services comprising the classifications applied for was and must be considered an appropriate unit. He contended that the unit now applied for was a unit of Merchandise Services as a whole, which means that the Board's reason for rejecting the earlier application, confined to employees in Vancouver, does not apply. The application includes all employees of Merchandise Services in the specified classifications at the date of the application. Merchandise Services is a new department. The employees of the new department were transferred from several companies and were formerly represented by several unions. When the new department was set up there was no bargaining agent for its employees as such. New bargaining relationships for these employees must be established.

The Board is inclined to agree that a system-wide unit of employees of Merchandise Services might be an appropriate unit, but that is not the situation here. At present Merchandise Services has been organized only in British Columbia, and not even in the whole of that province. It has only a few hundred employees, but when the organization has been completed across Canada the evidence indicates it will have some 9,000 employees in the classifications affected. The evidence also indicates that the great majority of the 9,000 employees who will ultimately be transferred to Merchandise Services are now employed by the respondent or by the Canadian Pacific Express Company and are members of the Clerks' union.

To approve of the bargaining unit as applied for at this time would be to create a unit consisting in fact of employees of Merchandise Services in most of British Columbia. To this unit would apparently be added all employees transferred to Merchandise Services from time to time. If the applicants should succeed in showing

majority support among the present employees of Merchandise Services and become certified as bargaining agent for such employees, under such certification they would automatically become the bargaining agent for other groups of employees if, as and when they are transferred to Merchandise Services, as that department is organized in other parts of Canada, notwithstanding the fact that the great majority of the employees who will be so transferred are members of the Clerks' union. The Board considers that a development of this kind would not tend to promote industrial peace.

Counsel argued that if the applicants did obtain certification for present employees of Merchandise Services, then if, as the integration process continued, the Clerks' union or any other union were able at any time to show majority membership, they could apply for certification. The situation was compared with that which occurred in the Canadian Broadcasting Corporation, where certification for certain classifications of employees was granted by the Board in respect of the Corporation as a whole. At the date of certification the classifications affected were employed at only one or two cities. As business developed a large number of employees in similar classifications came to be employed at a number of other cities and were included in the bargaining unit. There was also a great increase in the number of those employed in the original locations. In the Board's view the situation in the Canadian Broadcasting Corporation case is quite different from that found in the present case. In the CBC case the new employees, whether in the cities originally affected by the certification, or in other cities, were not obtained by reorganization of the staff of the CBC and transfer of whole groups from one department to another. It was simply a case of a great expansion of CBC's operation and the recruiting of large numbers of new employees from any source available and chiefly from outside the corporation. In the present case the great expansion anticipated in the number of employees of Merchandise Services will come by transfer of whole groups of persons now employed by the respondent, by Canadian Pacific Express Company, or by trucking companies wholly owned and operated by the respondent. As previously stated, the great majority of such employees are now members of the Clerks' union. They have been represented by the Clerks' union for many years.

In the light of these circumstances it is the opinion of the Board that to create a bargaining unit of employees of Merchandise Services on the basis of those now

employed would not be analogous to what was done in the CBC case and would not be a fair or proper procedure.

Counsel for the applicants requested the Board, if it did not consider that Merchandise Services was an appropriate unit, to determine that a unit limited to the locations where Merchandise Services is now organized, is appropriate. The Board rejects this request for the reason stated on February 4, 1960, in the earlier application referred to above.

In determining what is an appropriate unit for Merchandise Services, regard must be had to the fact that this is a department of one of our national transcontinental railways, and that when fully organized the employees in the affected classifications will be performing similar functions under very similar conditions in all parts of Canada. Regard must also be had to collective bargaining practices that have prevailed on the railways for many years, under which system-wide or national agreements have been made between each of the companies and many classifications of its employees.

As far back as May 22, 1944, the Wartime Labour Relations Board, the predecessor of this Board, made a decision involving what was an appropriate unit for one classification of railway employees. An application had been made by the Canadian Brotherhood of Railway Employees, now the CBRT and GW, for certification for the ticket clerks of the Canadian Pacific Railway at Toronto. It was held that these clerks did not constitute a craft distinguishable from clerical employees as a whole. The minutes of the Wartime Board's meeting of May 22, 1944, further state:

It has not been shown that, as required by Section 5 (2), [Wartime Labour Relations Regulations, P.C. 1003], the majority of the employees affected are members of one trade union, as employees other than at Toronto would be affected, and if the positions which the applicants wish to segregate in one small agreement were included in the larger or system agreement, many more employees than are referred to in the application would be affected.

The Wartime Labour Relations Board did not issue formal reasons for its decision. The decision was accepted as approving a national or system-wide unit for the classifications affected. It has been accepted by both railways and by the unions affected as applying to a number of other classifications of railway employees. Experience over the last 16 years has convinced this Board that, bearing in mind the history and circumstances of railway operation and collective bargaining in the railways in Canada, it was a wise decision. In our view it has contributed materially to industrial peace in the railways. A rule so long

established, so generally accepted, and so useful in operation should not be departed from without strong and cogent reasons. The Board considers that the circumstances existing in this case do not justify the setting up of a unit of the respondent's employees limited to part or all of British Columbia.

To sum up: The Board considers a bargaining unit limited to the locations where Merchandise Services is now organized would not be an appropriate unit. The Board further considers that in the circumstances of this case as outlined above, it would be premature to certify a bargaining agent for Merchandise Services as a whole, as such certification could only be based on the relatively small number of employees presently employed by Merchandise Services. In our view certification proceedings should be delayed till Merchandise Services has been established over a much wider area than is now the case, so that the wishes of the majority of employees affected may be ascertained.

If the respondent should abandon the further expansion of Merchandise Services, or if the integration should not be developed with reasonable despatch the Board would be willing to reconsider the situation.

The application is accordingly rejected.

(Sgd.) C. RHODES SMITH,
Chairman.

for the Applicant

Sidney L. Robins
S. B. Whitelock

for the Respondent

R. V. Hicks, Q.C.
W. L. J. Jacobson

for the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees

F. H. Hall
W. A. Rowe
E. F. Downard
T. J. Clark
W. Peloquin
W. A. MacKay
A. Mose
H. P. Dunaway

for the Canadian Brotherhood of Railway, Transport and General Workers

Elroy Robson

for the Order of Railroad Telegraphers

J. F. Hutchinson
A. A. Hutchinson
J. A. Cusack
J. G. Ormrod
R. G. Smith

Dated at Ottawa, August 23, 1960.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. The Nova Scotian Hotel, Halifax (Canadian National Hotels, Limited) and Hotel and Restaurant Employees' and Bartenders' International Union, Local 662 (Conciliation Officers: D. T. Cochrane and H. R. Pettigrove).

2. D. S. Scott Transport, London, Ont. (Vancouver Terminal) and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie).

3. Northern Wings Limited, Sept Iles, Que., and International Association of Machinists (Conciliation Officer: Rémi Duquette).

4. Canadian Pacific Railway Company *S.S. Princess Helene* and Seafarers' International Union of North America, Canadian District (Conciliation Officer: H. R. Pettigrove).

5. Island Fertilizers Inc., Charlottetown, P.E.I., and Labourers Protective Union No. 9568 (Conciliation Officer: H. R. Pettigrove).

6. Canadian Broadcasting Corporation, and Canadian Wire Service Guild, Local 213, American Newspaper Guild (Conciliation Officer: F. J. Ainsborough).

7. Gulf Islands Navigation Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

8. AMF Atomics (Canada) Limited, Port Hope, Ont., and Local 14193, District 50, United Mine Workers of America (Conciliation Officer: T. B. McRae).

Settlements Reported by Conciliation Officers

1. Canadian Pacific Air Lines, Vancouver, and Local 28, Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: G. R. Currie) (L.G., Aug., p. 814).

2. Soo-Security Motorways Ltd. (North Burnaby B.C. Terminal) and Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie) (L.G., Aug., p. 814).

3. Clarke Steamship Company Limited, Montreal; Albert G. Baker Limited, Quebec; Quebec Terminals Limited, Quebec; Terminus Maritime Inc., Quebec; and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: Rémi Duquette) (L.G., July, p. 709).

Conciliation Board Report Received

Association of Lake Carriers (Scott Misener Steamships Limited, Upper Lakes Shipping Limited, N. M. Paterson & Sons Limited, Hall Corporation of Canada and Carryore Limited) and Seafarers' International Union of North America, Canadian District (L.G., June, p. 604). The text of the report is reproduced below.

Settlement Reached after Board Procedure

Canadian National Railways *M.V. Blue-nose* and Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (L.G., Aug., p. 819).

The International Association of Machinists has devised an eight-point program aimed at alleviating hardships resulting from automation. The plan calls for:

Advance notice and consultation when employers plan major changes; the right to transfer to other jobs within a plant and in other plants, with adequate moving allowances provided; training for new jobs (or old jobs that have not been eliminated) at full pay and no expense to the worker; preservation of previous rates of pay of

workers who have been downgraded and of a substantial part of the income of those who have been laid off; provision for early retirement with adequate pensions; continuation of insurance and other fringe benefits during layoffs; negotiation of new job classifications and rates of pay where automation has increased skill requirements or responsibility; equitable distribution of gains resulting from greater productivity by general wage increases, more leisure time, or other "socially desirable" methods.

Report of Board in Dispute between

Association of Lake Carriers and Seafarers' International Union

The Board of Conciliation and Investigation appointed under the provisions of the Industrial Relations and Disputes Investigation Act in this matter herewith presents its report.

The Board was composed of: H. Carl Goldenberg, QC, Chairman; Jean-Paul Cardinal, QC, nominee of the Employer; Bernard L. Boulanger, nominee of the Bargaining Agent.

The Board commenced its hearings in Montreal on April 21, 1960, and these were continued on May 18 and May 19, 1960. Each party presented its case at length and was afforded an opportunity for rebuttal.

Having heard and examined the submissions of the parties, and having duly deliberated thereon, the Board finds and recommends as is hereinafter set out.

1. *Wages and Hours of Work*

The principal demands of the Union are for a wage increase of 10 per cent across the board and a reduction of the work week from 48 hours to 40 hours, with time-and-one-half for work performed on Saturday, and double time for work performed on Sunday.

The Board has considered these two demands together because it finds that, a regular 40-hour week being inapplicable to the nature of the operation on the Great Lakes, the demand for a reduction of the work week is, in effect, a demand for an

During July, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with the dispute between the Association of Lake Carriers, Montreal, (Scott Misener Steamships Limited, Upper Lakes Shipping Limited, N. M. Paterson & Sons Limited, Hall Corporation of Canada and Carryore Limited), and Seafarers' International Union of North America, Canadian District.

The Board was under the Chairmanship of H. Carl Goldenberg, Q.C., of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Jean-Paul Cardinal, Q.C., and Bernard L. Boulanger, both of Montreal, nominees of the Association and Union, respectively.

The Majority Report, which under the provisions of the Industrial Relations and Disputes Investigation Act, constitutes the Report of the Board, was submitted by the Chairman and Mr. Cardinal. The Minority Report was submitted by Mr. Boulanger.

The Majority and Minority Reports are reproduced here.

additional increase in wages. The Board is in agreement with the findings in this matter of the last Board of Conciliation which reported on June 12, 1958.

The Board further finds that the current monthly schedule of wages includes compensation for the lack of an actual 40-hour week.

The Companies, as part of a "package deal" which includes acceptance of their demands as dealt with below, have offered the following increases in wages:

(a) from the opening of navigation 1960 to close of navigation 1960 including fit-out and lay-up—3 percent.

(b) from the opening of navigation 1961 to close of navigation 1961 including fit-out and lay-up—3 percent.

(c) from the opening of navigation 1962 to close of navigation 1962 including fit-out and lay-up—4 percent.

(d) for self unloaders, wages for each rating shall be eleven dollars (\$11) per month over the rates shown above.

Having considered the economics of the industry, the competition offered by lower-cost operations, and new factors affecting operations since the completion of the St. Lawrence Seaway, the Board recommends that the parties enter into an agreement covering the period from the opening of navigation (including fit-out) in 1960 to the close of navigation (including lay-up) in 1962 with the following changes in wages:

(a) an increase of 4 per cent in basic pay for each classification of employment retroactive to the opening of navigation in 1960, to be paid to employees presently in the employ of the Companies.

(b) an increase of 4 percent in basic pay for each classification of employment on the opening of navigation in 1961.

(c) an increase of 4 percent in basic pay for each classification of employment on the opening of navigation in 1962.

2. *Other Demands Affecting Wages and Hours of Work*

(a) The Union demands that wages be paid in cash every two weeks instead of by monthly cheques.

The Board does not recommend any change.

(b) Deckhands at present work 8 hours in a spread of 16 hours. The Union demands that the deckhands work an 8-hour day without any spread, that is from 8 a.m.

to 5 p.m., while the Companies propose that the deckhands should be available for duty throughout the period of 24 hours.

On this point, the Board can only reiterate the findings of the Board of Conciliation which reported on June 12, 1958, as follows:

The Board appreciates the difficulties which have been encountered in giving effect to the clause of the last agreement and is of the opinion that if a more workable arrangement could be mutually agreed upon, it would be of benefit to both parties. It must be obvious that by restricting the hours of work in which the deckhands may be employed these ratings, in comparison with other members of the crew, will receive excessive overtime payments with resultant ill-feeling among the crew members who regard themselves as the more highly skilled workers. However, having had regard to this situation and having thus given it point, The Board feels unable at this stage, in the absence of mutual agreement between the parties, to revert to a stage antecedent to the last contract.

(c) Clause 19 (e) of the last agreement reads as follows:

When a vessel sails without full complement, wages of the absent members shall be divided among the men who must perform the work of the absent member at the regular basic rate of wages only.

The Union proposes that the clause be reworded as follows:

In the event of a ship sailing shorthanded, wages that would otherwise be paid to the crew member or members who are absent shall be paid to members in the particular department affected, until such time as the vessel's crew is complete.

The Board does not recommend any change.

(d) The first paragraph of clause 19 (g) of the last agreement reads as follows:

For the purpose of this agreement, between the hours of 8.00 a.m. Saturday and 8.00 a.m. Monday and between 6.00 p.m. and 8.00 a.m. weekdays, all ratings shall perform only their routine operational duties. During these periods operational duties shall not include chipping, scraping, scaling and painting.

The Union proposes that "operational duties" should be replaced by "navigational duties", and that, in addition to the duties already excluded, "sougeeing and polishing" shall not be included in "navigational duties".

The Companies propose that the first paragraph of clause 19 (g) be replaced by the following:

For the purpose of this agreement, between the hours of 6.00 p.m. Saturday and 8.00 a.m. Monday, all ratings shall perform only their operational duties.

The Board does not recommend any change.

3. Maintenance of Membership and Employment

Clause 3 (f) of the last agreement reads as follows:

The Union agrees that the Master or Chief Engineer of a vessel has the exclusive right to direct the crew, and to hire, promote, demote, transfer, lay off, suspend or discharge employees. Employees shall comply with all lawful orders of their superior officers, and refusal of any employee to work as directed on any day shall be grounds for discharge.

The Union proposes that the clause be reworded to read as follows:

The Union agrees that the Master or Chief Engineer of a vessel has the exclusive right to direct the crew, and to hire, lay off or discharge employees. Employees shall comply with all lawful orders of their superior officers, and refusal of any employee to work as directed on any day shall be grounds for discharge. No crew member shall pay off or be paid off in a port where there is no Union Hall.

The Board finds that clause 3 (f), as worded in the last agreement, is satisfactory and does not recommend any change therein.

Clause 3 (h) of the last agreement reads as follows:

The Union agrees that, during the navigation season, their hiring facilities at the Ports of Montreal and Thorold shall be available to the Company twenty-four (24) hours every day. The Union agrees to furnish the Company with the night telephone number of the Union's employee in charge of their hiring facilities in the Port of Fort William.

The Companies request that the clause be amended to provide that the Union's hiring facilities at Toronto and Fort William shall also be available twenty-four hours per day and that they be furnished with the night telephone number of the Union's employee in charge of hiring facilities.

The Board recommends that the clause be amended to provide that the night telephone number of the Union employee in charge of Union hiring facilities at all ports shall be furnished to the Companies.

4. Grievance Procedure

Clause 4 (a) of the last agreement reads as follows:

One (1) member on each ship, a bona fide member of the Union and a Canadian citizen, shall act as Union delegate, providing he has had one (1) full navigation season's service in this industry. He shall be elected by the majority of the employees aboard and on the ship's Articles.

The Union proposes that the clause be replaced by the following:

On each vessel there shall be a ship's delegate representing the unlicensed personnel. The ship's delegate shall put to the Master any dispute which cannot be settled by the departmental head.

The Board recommends the retention of the present wording of the clause, save for the deletion of the words "...and a Canadian citizen."

5. Vacation Pay

Clause 8 of the last agreement reads as follows:

(a) An employee shall be entitled to receive fourteen (14) days pay (in lieu of vacation), provided he serves continuously aboard ship from the time of spring fit-out to the completion of lay-up in the fall, or has been absent for reasons satisfactory to the Master.

(b) For shorter periods of service all employees shall receive a pro rata payment for each day of service on the basis of fourteen (14) days pay for 270 days service, or 14/270ths of the basic daily rate for each day of service as set out in the Vacation Pay column in paragraph 18 of this agreement.

(c) Notwithstanding the foregoing, any employee who is discharged for cause during the navigation season shall not be entitled to receive any vacation pay whatsoever. Any employee otherwise paid off before the end of the navigation season shall receive his vacation pay at the time of pay-off.

The Union proposes that this clause be replaced by a clause which reads as follows:

An employee shall be entitled to receive fourteen (14) days vacation pay. A vacation pay fund shall be established. The Company shall pay into the vacation fund a pro-rata payment for each day each employee works on the basis of fourteen (14) days pay for two hundred and seventy (270) days' service, or 14.270 of the basic daily rate for each day of service. Vacation payments shall be made to the employees through the offices of the Union, upon documentary evidence of days worked.

The Companies propose that the clause be replaced by the following:

(a) All employees under this contract, shall receive vacation on a daily basis, in the full amount of 2 percent of the daily rate, for whatever period of service and regardless of reason for separation.

(b) All employees, under this contract, who serve continuously aboard ship from the time of spring fit-out to the completion of lay-up in the fall, or have been absent for reasons satisfactory to the Master, shall additionally receive vacation pay to an overall total.

NOTE: Actual scale appended.

EXPLANATION

2 percent is required "FLOOR" amount to be paid according to the Federal Annual Vacation Act 1958.

Under no circumstances, however, will the total vacation pay exceed fourteen (14) days pay at the Daily Basic Rate.

The Board recommends that clause 8 (a) and 8 (b) of the last agreement be retained without change and that clause 8 (c) be replaced by the following:

Any employee paid off before the end of the navigation season shall receive his vacation pay at the time of pay-off.

6. General and Emergency Duties

The Board is advised that the parties have agreed to a rewording of clause 9 (e) of the last agreement.

7. Statutory Holidays

The Union requests that clause 10 of the last agreement be amended to provide for payment at double the straight pay for work performed on holidays.

The Board recommends payment at time-and-one-half the basic daily rate for work other than routine operational duties performed on statutory holidays.

8. Cleanliness of Quarters

Clause 11 of the last agreement reads as follows:

The Company shall see that all quarters assigned for the use of the employees are kept clean in so far as possible and the employees shall co-operate in this respect. The Company agrees to fumigate all quarters whenever such fumigation is necessary to free them of vermin.

The Union demands that the clause be reworded as follows:

The Company shall see that all quarters assigned for the use of the employees are kept clean. The Company agrees to fumigate all quarters whenever such fumigation is necessary to free them of vermin.

The Board does not recommend any change.

9. Other Conveniences

Clause 12 of the last agreement specifies certain items which shall be supplied to employees. The Union proposes certain amendments.

The Companies propose that the clause be changed to read as follows:

The following items shall be supplied employees:

1. A suitable number of clean blankets for each employee.
2. Sheets, pillowcases and counterpanes which shall be changed once weekly.
3. Roller and bath towels changed weekly.
4. One cake of toilet soap and one cake of laundry soap shall be provided for each rating weekly.
5. An adequate supply of crockery or plastic dishes.
6. It is agreed that inner spring mattresses shall be provided as present mattresses are replaced.
7. In the interests of maintaining clean and tidy quarters the crew quarters shall be painted when reasonably required.
8. Soiled linen must be returned before a new issue is made.

It is the policy of the Company to maintain the comfort of the crew by providing as good equipment as possible under given circumstances, but it must be understood that this policy is dependent on the full co-operation of the Union and the crew members.

The Board recommends that the clause be revised as proposed by the Companies.

10. Meals, Coffee Time and Lunches

The Union requests changes affecting the hours of meal service and coffee breaks.

The Board does not recommend any change in the wording of clauses 13 (a) and 13 (b) of the last agreement.

11. Transportation

The Union demands that clause 14 of the last agreement dealing with transportation costs payable by the Companies be amended to provide that such transportation shall be paid in cash. It also demands that the clause be amended by adding the following thereto:

(a) . . . When crew members have to travel to join a vessel, they shall receive transportation from the shipping port to the port at which they are to join the vessel. At the termination of employment when men are laid off after the vessel has tied up, the same shall apply, except that transportation shall be from port of discharge to the shipping port.

(b) When men rejoin a vessel at the beginning of a sailing season their home address as shown on the Company's records at the end of the previous season shall be considered as the shipping point and they shall be reimbursed for transportation on the first payroll after the completion of thirty (30) days service. At the lay up transportation fare to be paid on day of lay off.

The Board does not recommend any change.

12. Room and Meal Allowance

The Union demands that clause 15 of the last agreement be amended to provide for a meal allowance of \$1.50 per meal, and a room allowance of \$5 per room when the employer does not provide room and board.

The Companies propose a meal allowance of \$1 and a room allowance of \$4.

The Board recommends an increase in the meal allowance to \$1.25 per meal and in the room allowance to \$4.50 per room.

13. Safety

Clause 16 of the last agreement reads as follows:

Safety

It is agreed that any safety regulations that the Company may now have in force for the safety of the vessel and crew, and any further safety regulations which the Company shall put into effect and bring to the attention of the crew, shall be strictly adhered to by all crew members. Violation of any such regulations shall warrant dismissal.

The Union demands that the following be substituted:

Safe Working Conditions

- (a) The Company will take every reasonable care to provide safe working conditions.
- (b) Crew members shall not be required to work aloft on masts, or king posts or derricks while cargo is being worked.
- (c) Working in holds in which bulk cargo of flax is being loaded or discharged and when the leg is in operation shall be considered unsafe working conditions.
- (d) There shall be no chipping on tankers contrary to safety regulations unless the tanker is gas free.
- (e) Plastic safety helmets shall be supplied the unlicensed employees on ore carriers.

- (f) During mooring and unmooring operations there shall be adequate number of hands on deck to handle the lines and there shall be two on the quay to let go the fore and after lines.
- (g) Firemen on tankers shall not be required to leave the Boiler Room while the ship is on the run to clean around the main engine top, clean fan engine flat, work on deck steam lines or in the pump room forward without payment of overtime.

The Companies propose that the clause be reworded to read as follows:

Safety

It is agreed that any safety regulations that the Company may now have in force for the safety of the vessel and crew and any further safety regulations which the Company shall put into effect and bring to the attention of the crew shall be strictly adhered to by all crew members. Violation of any such regulation shall warrant dismissal.

- (a) Crew members shall not be required to work aloft on masts or king posts or derricks while cargo is being worked.
- (b) There shall be no chipping on tankers contrary to safety regulations unless the tanker is gas free.
- (c) Plastic safety helmets shall be supplied the unlicensed employees on ore carriers. Employees to be responsible for care and return of these.

Considering that the Canada Shipping Act imposes upon the companies a legal obligation to provide safe working conditions, the Board recommends that clause 16 be amended as proposed by the Companies.

14. Tank Cleaning

Clause 17 of the last agreement reads as follows:

When employees are required to clean tanks, those on duty shall be paid overtime at the regular overtime rate, and those off duty shall receive time and one-half thereof for the same work.

The Union demands that this clause be reworded to read as follows:

When employees are required to enter or to clean tanks, tank tops, boilers, backhead and bilges they shall be paid at the overtime rate in addition to their regular basic rate. They shall also be provided with boiler suits, rubber boots and gloves, and in lieu of the foregoing not being provided there shall be a penalty payment of seven dollars (\$7).

The Companies demand that the clause be amended by substituting the word "waterbottoms" for the word "tanks" in the present clause.

Following the unanimous recommendation of the Board of Conciliation which reported in this matter in 1958, the Board recommends that the clause be amended by changing the word "tanks" to "waterbottoms."

15. *Overtime and Overtime Payments*

The Union demands that the following be added to clause 20 of the last agreement:

When a vessel carries no coalpasser and the fireman on watch has to go into the bunker to trim coal there shall be a compensatory payment in accordance with Schedule "A".

The Board does not recommend any change.

16. *Longshore Work by the Crew*

Clause 21 of the last agreement reads as follows:

If an employee is required to perform any work usually done by longshoremen, such as operating cargo winches for the purpose of loading or unloading cargo, or the handling of cargo, he shall perform such work and shall be paid in addition to his regular wage the applicable rate at that point payable to longshoremen.

The Union demands that this clause be amended to read as follows:

If an employee is required to perform any work usually done by the longshoremen, such as operating cargo winches for the purpose of loading or unloading cargo or the handling of cargo and dunnage he shall perform such work and shall be paid in addition to his regular wage the applicable rate at that point payable to longshoremen. In no case shall the rate paid for this work be less than the regular overtime rate set forth in this Agreement.

The Companies object to the inclusion of the word "dunnage."

The Board recommends that clause 21 be amended as requested by the Union.

17. *Stewards' Department*

The Union demands that this clause be revised by adding the following thereto:

When members of the Stewards' Department are required to assist with the taking and placing on board stewards' stores and linen outside of the normal work day of eight (8) hours they shall be paid at the straight overtime rate.

The Board does not recommend any change.

18. *Interruption of Work*

The Union demands that clause 23 of the last agreement be amended by adding the following thereto:

Employees shall not be forced to put themselves in jeopardy of violence or physical danger by being required to work behind or pass through legal picket lines.

In refraining from making a recommendation for a change in clause 23, the Board is confident that the Companies would not penalize employees for refusing to cross picket lines when there is a clear and imminent danger of physical injury.

19. *Shipwreck*

The Union demands the addition of the following clause to the agreement:

Shipwreck

Crew members of the unlicensed personnel who suffer loss of personal effects and clothes through Marine Disaster or shipwreck shall be compensated by the payment of \$500.

The Companies propose the following clause:

Loss of Personal Belongings

The Company agrees to assume responsibility for the loss of personal belongings and clothing of unlicensed personnel due to shipwreck or other marine casualty up to the sum of Three Hundred Dollars (\$300) payable only in respect to proven loss.

The Board recommends the adoption of a clause to read as follows:

The Company agrees to assume responsibility for the loss of personal belongings and clothing of unlicensed personnel due to shipwreck or other marine casualty up to the sum of Three Hundred Dollars (\$300), payable on reasonable proof of loss.

20. *Welfare Plan*

The Companies propose the addition of the following clause to the agreement:

The Union agrees that contributions to the welfare plan fund shall cease until the fund shows a balance of a half million dollars. The Companies will then again contribute to the plan at the rate of twenty cents (20) per man per day.

The Board does not recommend any change in respect of contributions to the Welfare Fund.

21. *Guarantees*

The Companies propose the addition of the following clause to the agreement:

(a) The Union will not establish rules or enforce regulations which will in any way be contrary to or interfere with the effective implementation of all clauses in this agreement.

(b) the Union also agrees *not* to enter into an agreement of any kind with another Lake Steamship operator or operators that is economically more advantageous to their operation.

With respect to (a) above, the Board must assume that when the parties enter into an agreement they do so in good faith and, accordingly, that neither the Union nor the Association representing the Companies nor any individual employer will establish rules or regulations which will in any way be contrary to or interfere with the effective implementation of all clauses of the agreement. In the event of a conflict between the agreement and any such rules, the provisions of the agreement must prevail.

Accordingly, the Board recommends that the following clause be added to the agreement:

Neither the Union nor the Company nor any Association of which the Company is a mem-

ber, will establish rules or regulations which violate the terms of this agreement or which may interfere with its effective implementation.

With respect to (b) above, the Board finds that enforcement of such a clause would be difficult because of differences in the definition of such terms as "Lake Steamship operator" or "operators" and "economically more advantageous to their operation." Accordingly, it does not make any recommendation in this regard.

22. Duration of Agreement

The Board recommends that the parties enter into an agreement covering the period from the opening of navigation (including fit-out) in 1960 to the close of navigation (including lay-up) in 1962.

Signed at Montreal, this 25th day of July, 1960.

(Sgd.) H. CARL GOLDENBERG,
Chairman.

(Sgd.) J. CARDINAL,
Member.

MEMORANDUM

While I have signed the report with the chairman of the Board, I desire to set out my views on two points.

First, with reference to hours of work: 1) for deckhands and 2) for watchkeepers. It is my opinion that it would be in the best interests of the industry and of its employees that: 1) deckhands should be available for duty throughout the period of 24 hours; 2) watchkeepers should be allowed to work for the full 8 hours that they are being paid for. This would be my personal recommendation.

The second matter to which I want to refer is the draft contract submitted to the Board by the Companies. I have read this carefully and would recommend to the parties that it be adopted as to form and order as the basis of the new contract to be negotiated.

Signed at Montreal, this 25th day of July, 1960.

(Sgd.) J. CARDINAL,
Member.

MINORITY REPORT

On all issues with particular emphasis on wages, hours, safety provisions, and vacation plan, the Board has held considerable discussion. On the four issues named, the chairman and Company nominee have indicated that they intend to offer some relief on these vexing questions. I regret, however, the necessity for recording, respectfully but firmly, that I dissent on the basic problems which my colleagues obviously intend either to dispose of by compromise or to leave untouched by a simple rejection. Although there are portions of the majority report to which I might be prepared to subscribe, I find an insufficiency in them to which I must give voice. The problems of the employees cannot be ignored if they are to be cured.

In differing with my colleagues, I would like to express my appreciation for their unflinching patience, courtesy and kindness. I would also like to note the conscientious manner in which they considered the lengthy submissions and evidence submitted to the Board by both parties.

In making my observations and recommendations, I am, for purposes of simplicity, disposing of the proposals of the Union in the same consecutive manner in which they were first presented to the employers. Where necessary, I will deal with the employers' demands where they have not already been disposed of by my disposition of the Union proposals. Those matters where my report parallels the

recommendations of the chairman and the Company nominee and within the confines of those only, this Conciliation Board can be deemed to have handed down the unanimous disposition.

The following is my award:

Section 3—Maintenance of Members and Employment

The Union has requested an addition to an existing clause limiting the right of an employee to quit the ship to a port only where a Union Hall is located so that replacements can be secured. The Union has also requested that the master be placed under the same limitations with regard to firings, lay-offs, etc. It is my finding that this practice is already followed by Canadian flag deepsea ships, and in fact, these limitations on both the master and the crewman are provided for under the Canada Shipping Act. For this reason I recommend that this request be granted.

Section 4—Grievance Procedure

In accordance with the provisions of the Fair Labour Practices Act the Union has deleted the requirement limiting the election of ship's delegates to Canadian citizens only. It has also removed the qualifying time period which a crewman was required to serve in the industry before becoming eligible to place his name forward to be elected as a ship's delegate. On the first point, the Fair Labour Practices Act speaks for itself and any limitation of

rights for employment through nationality is illegal and therefore this Board does not have the power to make the existing language in this respect legal. The law itself forces the Union request. On the matter of the time limitation, no adequate reason for this onerous burden on the employees has been advanced by the employers and therefore I recommend acceptance of the Union proposal and rejection of the Companies' counter-proposal.

Section 8—Vacation Pay

The Union has requested a vacation pay plan. There is no extra cost involved to the Companies. The Companies have objected on the grounds that such a plan would not be in accordance with the provisions of the Annual Vacations With Pay Act. In studying the Annual Vacations With Pay Act, I can find no bar to a vacation plan as described in the Union proposal. It appears to me that it would be extremely simple to frame a plan fully in accordance with both the letter and the spirit of the Annual Vacations With Pay Act. Therefore I recommend acceptance of the Union proposal and rejection of the Companies' counter-proposal.

Section 9—General and Emergency Duties

The Union has requested overtime for oilers and firemen taking aboard stores after their eight hours work has been completed. This has been agreed upon by a Company counter-proposal, therefore, I recommend the Union proposal be granted.

Section 10—Statutory Holidays

The Union has requested payment at double time for the statutory holidays contained in the agreement. In the previous agreement the same provision provided that a statutory holiday would be treated the same as a Sunday. The employees presently receive time and one-half for work performed on a Sunday, but they did not receive any remuneration for work performed on a statutory holiday. This condition presents an inequity. The Companies opposed this proposal on the grounds that it was a cost factor. It appears to me that the Companies would deny these employees a right enjoyed by millions of Canadians. The Companies are extending the cost argument to a far greater degree than is warranted. I have no hesitation in recommending the complete acceptance of this Union proposal.

Section 11—Cleanliness of Quarters

The Union has requested that the Companies assume responsibility for the cleanliness of quarters assigned to employees. On the face of it this appears to be a common sense suggestion. There is some doubt in

my mind as to whether or not the Companies are already charged with this responsibility under certain provisions of the Canada Shipping Act. Nevertheless, I recommend that this Union request be granted.

Section 12—Living Conditions

The Union has enumerated a number of requirements for living conditions aboard the vessels. They have also asked for a penalty rate of \$2 per man per day when linen is not changed on time. In advancing their case before the Board, the Union stated that they felt the penalty payment would save the employees from the abuses of the past when sometimes linen was not changed for up to three weeks. The Companies' position with regard to the actual articles requested was that these articles had already been provided by the Companies on their own motion and no useful purpose could be served in writing contractual language to describe an existing condition. The Companies term the Union request for the linen penalty payment as unwarranted and a possible cost item. I find it hard to reconcile the Companies' position. In the first place, they enter a solemn contract to provide certain living conditions to their employees. It is assumed that the contract being made in good faith, the Companies will take every necessary step to see that their solemn contractual commitments will be met to the letter. On the other hand, the Companies object to a penalty payment, which, if they were living up to the contract would never have to be paid. There appears to be an anomaly in the Companies' position on the whole question. The Companies' objection to the penalty provision almost gives me the uncomfortable feeling that the Companies will meet these contractual commitments only if it is convenient to them. I cannot help but feel dismayed and discouraged by the Companies' attitude. Under the circumstances, I have no alternative but to recommend that this Union proposal be granted in full.

Section 13—Meals, Coffee Time and Lunches

The Union has requested changes to sub-section (a) and sub-section (b) of the existing wording in the previous agreement; with regard to sub-section (a) I am inclined to agree with the Companies, therefore, I would recommend that the wording in the previous agreement prevail with regard to sub-section (a) of Section 13. With regard to sub-section (b) the Union has requested coffee times during the day. The Companies' position is that coffee is always available and the men can have it when it is convenient. By this I take it to mean

that the men may have coffee when it is convenient to the employer. The type of work these men do is industrial in nature and I believe the present, rather loose method of giving the men coffee is most unsatisfactory. Common practice would indicate that the Union's proposals are all justified and I would recommend that sub-section (b) of Section 13 of the Union's proposals be incorporated in the next agreement in their entirety. I would also recommend that with regard to this sub-section (b) the Companies' proposals be rejected.

Section 14—Transportation

The Union has made additions to sub-section (a) and sub-section (b) of the existing wording contract. With regard to sub-section (a) they have provided that transportation money be paid in cash and that when they be sent from one point to another to join a vessel they be paid their transportation for this journey and similarly reimbursed where a return trip is indicated at the end of a shipping season. The Companies' position on this request is rather confused. The Companies admit that a man may be hired at the Company office in the city of Toronto to join a vessel at Goderich, Ont. From the Companies' arguments it is indicated that situations covered by this example arise quite frequently. However, the Companies object to making this payment on the grounds that a man being transported is replacing a man and therefore, since it is a Union member getting off the ship, thereby creating the vacancy the Union is to a degree responsible. The Companies failed to support their argument with figures on how many of this type of vacancies were brought about by dismissals and lay-offs as opposed to the default of Union members quitting the ships. The Canada Shipping Act seems to make it quite clear that the master has a discretion of allowing a crew member to pay off a ship other than at a terminal port. It seems to me that where there is interest displayed by the Union request this interest is not matched to any degree by the Companies' argument against the request. I feel that in any event whenever an employer requires an employee to travel during the course of his employment the employer should pay the transportation expenses. Therefore, I recommend that this Union request be granted.

With regard to sub-section (b) the Union requests that employees be paid for their transportation expenses after they have completed thirty days service. Evidence during the hearings indicated that the licensed officers were presently paid under this system and in fact have been for some time. The

Companies' position was that the Companies' practice of withholding a man's transportation expenses for the entire season tended to keep a man aboard the ship for the complete season's service. This is hard to believe. It would seem to me to be an unwarranted imposition by the Companies on their employees. The Companies put themselves in the position where they admit that they owe money to their employees and then attempt to justify an extremely long withholding period far exceeding the requirement set down for payment of debts under the laws of the land. This does not make sense. Accordingly I recommend the Union proposal contained in sub-section (b) of Section 14 be granted.

Section 15—Room and Meal Allowance

The Union has requested that the meal allowance be increased to \$1.50 per meal and the room allowance be increased to \$5 per room per night. The companies have indicated that they will be prepared to go some way toward granting relief on the meal money. However, they oppose any increase in room allowance. On making a check of the number of hotels for the tariffs charged therein at Quebec, Three Rivers, Montreal, Sorel and Valleyfield, I find that the Union proposal reflects the minimum prevailing rates. On the face of this evidence I can only recommend the Union proposal.

Section 16—Safe Working Conditions

The Union has requested a number of safe working conditions and in evidence submitted details of fatalities suffered on the job, fatalities which the Union felt could have been avoided had these safety provisions been in effect. While the Companies were prepared to grant some of these safety conditions it appears to me that the Companies only granted safety conditions where they had the minimum effect. For example, the Companies were prepared to accede to the request where it covered tankers. According to the reference books provided, there are not very many tankers on the Great Lakes and it follows that the Companies would be committed to a very small degree, if at all, by the granting of this request. I have taken the opportunity to visit the docks and observe the safety conditions aboard Canadian lake ships. My opinion in this situation in this regard is that intolerable conditions prevail, and it appears to me that the Union could have gone a lot further in their requests. In my observations I noted that lake ships were not provided with proper rigged gangways, crew members being required to climb aboard ship by means of ladders placed on the dock and against the side of the ship.

Female as well as male crew members were required to gain access or take their exit from the ship in this precarious manner. Not even a safety net was provided between the ship and the dock under the ladder. I also noted that crew members were not paired off to go over the side of the ship on stages when the hull was being painted. I was advised by a British sailor that on British ships crew members were never permitted to go on stage over the side of the ship alone and unattended, specifically because of the safety factor. I must admit that I am appalled at the Companies' collective attitude on this question. While it is true that there will always be industrial accidents according to the Companies' argument it is also true that in some industries and notably the chemical industry industrial accidents have been reduced to a minimum by extremely rigid safety provisions. I recommend most sincerely that the Union proposals of safety provisions be granted and implemented in full.

Section 17—Tank Cleaning

The Union has attempted to clarify by the use of specifications the previous contract language on penalty tank work. The Companies have taken the opportunity of attempting to limit the penalty tank work to the water bottom tanks. It is my recommendation that the Union request be granted and the Company request be rejected.

Section 18—Schedule of Monthly Wages

The Union has requested a 10 per cent across the board increase. The Companies have offered 10 per cent over three years on the basis of 3 per cent, 3 per cent and 4 per cent. It is my recommendation that a 10 per cent across the board increase be granted retroactive to the date of the opening of navigation 1960.

Section 19—Hours of Work

The Union has requested amongst other things a 40-hour work week with a provision for time and one-half on Saturdays and double time for Sundays. I recommend that this Union request be granted.

On the other conditions under hours of work the Union has requested under subsection (a) that crew members on watches be classed as day workers and be required to perform their duties between 8:00 a.m. and 8:00 p.m. daily. I recommend this request be granted.

I also recommend that the Union request sub-sections (e) and (g) be granted and with regard to the whole of Section 19 I recommend that all of the Companies' requests be rejected.

Section 20—Overtime and Overtime Payments

The Union has requested that where firemen are called to trim coal on watch they should be paid time and one-half. It appears to me that the Union has lent too much importance to this proposal in view of the fact that conversion from coal to oil fuel on the Lakes is almost complete and coal passers and coal burning ships are rapidly disappearing from the scene. I therefore recommend that this Union overtime request be rejected and that the Companies' overtime request also be rejected.

Section 21—Longshore Work by the Crew

The Union has made addition to the existing language by including dunnage as Longshoremen's work. On checking with the Longshoremen's Union I find dunnage is considered to be Longshoremen's work and therefore I recommend acceptance of this Union proposal.

Section 22—Steward's Department

The Union has asked that where stewards are required to assist to handle stores from the dock to the ship after their eight hours have been completed they should be paid for this work at the regular overtime rate. The language in this Union proposal seems to be exactly similar to the language contained in Section 9 of the Union's proposals with regard to oilers and firemen handling stores from the dock to the ship. The Companies accepted Section 9 of the Union's proposals, and in fact in their own proposal made some of the provisions for this eventuality. With regard to the Stewards' Department, however, the Companies were firmly opposed to the Union suggestion and I could not discover the reason for this most determined opposition. I was left with the feeling, after hearing the arguments of both sides, that the stewards were subject to considerable abuse with regard to the handling of stores and that the Companies wished to continue this abuse. I noted that the Union's challenge to the Companies to bring the figures of overtime payments to the stewards for this type of work over the life of the last contract was not answered and no figures were produced. To me this situation reveals an ominous and rather unsatisfactory disposition on this point. I believe that consistency in the contract language is essential. The Companies have already agreed the Engine Department be given this provision and I find it no less than fair to recommend that the similar provision for the stewards as contained in this proposal be granted in full.

Section 23—Interruption of Work

The employees through the Union have requested that they not be forced to place themselves in jeopardy by being required to work behind legal picket lines. This is an important proposal. In evidence the Union submitted details of men being injured and in fact being put in jail when they sought to protect themselves against a 500 man Communist picket line last year on the Northland Navigation docks in Vancouver. Apparently no protection was given the men and neither medical aid nor legal counsel was extended to those who were hurt and those who were put in jail as a result of their efforts to go to work. This is an intolerable situation. In this case men suffered physical injury or criminal incarceration as a result of their efforts to go to work. On the other hand, had they refused they would have placed themselves in financial jeopardy or under jail sentences by actions taken in law against them by their employer. I must hold that where this lack of protection is so obvious, contractual language must be designed to meet the situation. Therefore I recommend that this Union request be granted.

Section 24—Shipwreck

The Union has requested that where employees suffered loss of personal effects through marine disaster they be compensated by the payment of \$500. The Companies give cognizance to this problem to a degree. The Companies suggest \$300 upon proof of loss. I find the Companies' offer anomalous. It is my opinion that if proof of loss can be had there should be no limit to the amount payable. It is my recommendation that the Companies' request be rejected and the Union request be accepted.

Term of the Agreement

I recommend that the agreement cover a term of one calendar year from the date of the expiration of the previous contract.

Company Proposals

The majority of the Company proposals have been disposed of in the foregoing. However, there are some Company proposals which require separate disposition in view of the fact that they are additions above and beyond the phraseology of the previous contract. My disposition of these is as follows:

Company proposal Article 17; Vacation Pay: The Company would try to reduce broken time vacation pay to 2 per cent of earnings. In the previous contract it was in the neighbourhood of 4 per cent of earnings. There seems to be no reason for this reduction. The Companies did not plead

inability to pay the Union's proposals and having not pleaded inability to pay their proposal for reduction in this case appears to be purely bargaining ammunition, and I have noted the lack of justification in the Company request. I must reject their proposal.

Article 25—Welfare Plan

The Companies propose that the seamen's welfare plan be limited to one-half million dollars. The Companies do not deny the fine services performed by this welfare plan. They attempt to justify their unusual proposal by the growth of hospitalization plans. On the other hand, the Companies are well aware of the vast growth of benefits of the welfare plan effective as of the beginning of this year. They are also aware that the conversion of small to large ships on lakes trade will have an effect on the yield to the welfare plan. Perhaps it will be going too far to say that the Companies are attempting to smash their employees' welfare machinery, but their proposal clearly reveals this trend, if not their intention. I recommend rejection of the Company proposal contained in their Article 25 under the heading of Welfare Plan.

Article 27—Guarantees

Sub-section (a) of the Companies' proposal in this section provides that the Union will not establish rules or enforce regulations which will in any way interfere with this agreement and in judging this Company proposal I am impressed with the words "this agreement." I am reliably informed that the agreement signed with the Association of Lake Carriers is not the only agreement maintained between employers and this same Union. In fact, I understand that there are over 50 agreements which have no relationship to the Lake Carriers agreement. This situation raises great doubts in my mind as to the wisdom of this Board dealing with this proposal at all. This Board is concerned and is indeed confined to matters in dispute between the SIU and the Lake Carriers Association. Its jurisdiction goes no further than this. In my opinion they cannot legally render a decision exceeding the limits of this jurisdiction as set down in its terms of reference. The Company proposal would exceed this jurisdiction. Therefore I have no alternative but to recommend rejection.

Article 27—Guarantees

The Company proposes to enjoin the Union not to sign an agreement economically more advantageous than that signed with the Lake Carriers Association. For the

same reason as that contained in sub-section (a) I recommend that this Company proposal be rejected.

The above I would humbly submit covers all the points in dispute between the par-

ties and I would therefore respectfully submit this as my report with regard to the above cited dispute.

(Sgd.) BERNARD BOULANGER,
Member.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Twelve Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in 12 cases heard in May.

The cases concerned the reckoning of "final terminal time" for engineers; the substitution of a caretaker-express commission agent for a station agent; the suspension of a fireman for refusing to take a call as locomotive engineer; the claim of a brakeman for time lost while relieving a conductor; the claim of a conductor and crew for minimum day yard service when required to make up their own train; the claim of a conductor and crew for work train service; the claim of a conductor and crew for wayfreight rates for an entire day when they were required to help a snow plow extra; the assessment of demerit marks against a brakeman for refusing a call as jump man; the claim of a conductor, who was available but not called, for 100 miles runaround; the operation of self-propelled construction equipment without a conductor in charge; the assessment of demerit marks against a conductor for refusing to take a train of more than 70 cars out of North Vancouver; and the time within which notification of the assessment of discipline has to be given.

The contention of the employees was sustained in five cases. It was not sustained in four cases. In two cases the discipline assessed was reduced and in the remaining case lost time was allowed but for a different day from that for which it was claimed.

Summaries of the 12 decisions, Nos. 721 to 732, are given below.

Case No. 721—Dispute between Canadian National Railways (Central Region) and the Brotherhood of Locomotive Engineers over calculation of final terminal time at Hamilton.

At Hamilton, Ont., for operating purposes peculiar to that location, the designated switching limits are located two miles within the yard limits for trains operating over the Grimsby subdivision, destination Hamilton. Between the two are four private sidings and Stoney Creek station. This anomaly has existed since January 1950.

Until March 26, 1958, the company computed final terminal time from the time a locomotive reached the main track switch connecting with the yard track until it was delivered on the shop track. There were exceptions to cover delays at semaphores, yard limit board, or behind another train similarly delayed.

On March 26, however, engineers who were required to set off or pick up cars at Stoney Creek or at any of the four private sidings began to claim final terminal time from the time they stopped to do this, this is, from a time before they reached the outer yard switch. The company reduced the claims, calculating final terminal time from the time the locomotive reached the outer yard switch.

In its contention, the Brotherhood said the company was "declining to recognize" the requirements set out in an article of the agreement dealing with final terminal time. That article, the employees said, "provides that final terminal time for engineers operating in freight service will commence if and when his train is delayed at a point inside the Hamilton yard limits for the purpose of picking up or setting off cars."

The company in its contention explained that the yard limit board was moved two miles beyond the designated switching limits to overcome certain operating hazards that were created by the extension, because of industrial development, of the switching limits in 1948. The company obtained the concurrence of the unions representing the running trades in the move of the switching limits. In moving the yard limits, the company "exercised its prerogative."

"Yard limits may or may not define switching limits," the company argued, and "the fact that a yard limit board is located beyond switching limits for purposes peculiar to the Hamilton situation should not interfere with the point where final terminal time commences."

The Board sustained the employees' contention.

Case No. 722—Dispute between Canadian National Railways (Western Region) and the Order of Railroad Telegraphers regarding the removal of a station agent and the appointment of a caretaker-express commission agent.

With the approval of the Board of Transport Commissioners, on September 21, 1959 the Canadian National Railways closed its agency at Briercrest, Sask., and appointed a caretaker to look after express and LCL freight shipments and to keep the station in order for the use of passengers.

The Order of the Railroad Telegraphers then submitted a "statement of claim" in which it declared that the company repudiated the terms and intent of the current collective agreement when it abolished the position of Agent at the station and arbitrarily transferred the handling of express traffic to an employee outside the scope of the agreement. The union demanded reestablishment of the position, reinstatement of the past incumbent and his reimbursement in the amount of money lost to him by way of salary decrease plus all expenses incurred as a result of his displacement.

The union also sought payment of the senior unemployed spare telegrapher for each and every work day the position was not occupied by a telegrapher.

The company denied the claim.

The union contended that the handling of express traffic at stations shown in the list of positions in the current collective agreement with the Telegraphers was work that could be assigned only to railway employees covered by the agreement.

Even supposing the company were entitled to repudiate its agreement in this way, the union contended, it would then be violating an article of the agreement that stipulates that "established positions shall not be discontinued and new ones created under different title covering relatively the same duties and responsibilities for the purpose of reducing the rate of pay."

The employees' contention pointed out that the directive issued by the Board of Transport Commissioners, authorizing the company to remove the agent at Briercrest and substitute a caretaker, contained the proviso that the caretaker must "provide the same service in the handling of express as is being provided by the present agent." The type of caretaker usually hired does not have enough training or education to be capable of handling express traffic and financial paper, the union contended.

The company, in its contention, asserted that the claim of the union involved two essential questions: (1) Had the company

the unilateral right to abolish an agent's position? and (2) Was the work of handling express traffic and its accounting restricted to telegraphers covered by the agreement?

The company's right unilaterally to abolish an agent's position whenever it considered the position no longer necessary, if it had the authority of the Board of Transport Commissioners to do so, had been established by long-standing practice, the company stated.

It further contended that there was nothing in the agreement to support the claim that the handling of express traffic on a commission basis belonged exclusively to telegraphers. "This work has never been exclusively assigned to telegraphers," it said. There were many stations where this traffic was handled by employees of the Express Department, and there were sub-branch offices where it was done by persons not directly connected with either the railway or the Express Department, the company contended.

"Where agents do handle this work it is at the request and through an arrangement with the Express Department and this arrangement can be terminated at any time," the company's contention continued, going on to quote a number of instances in which, in the past, the handling of express by agents had been withdrawn by the Express Department and other arrangements made.

The Board did not sustain the contention of the employees.

Case No. 723—Dispute between Canadian National Railways (Central Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the suspension of a fireman for refusing to accept a call as locomotive engineer.

On September 26, 1959, a fireman refused to accept a call as locomotive engineer and was removed from service pending an investigation. After the investigation he was suspended for 30 days for "refusing duty when called as engineer."

The Brotherhood of Locomotive Firemen and Enginemen requested removal of the suspension and payment of the fireman for the period of his suspension.

The employees, in their contention, quoted an article of the current agreement that stated that firemen assigned to regular runs would not be considered on duty after being relieved at the roundhouse until they were wanted again for their regular runs. They argued that the fireman, being assigned to a regular run, was not required to accept duty when called as an engineer.

The company, in its contention, stated that when the fireman was called as an engineer, none of the engineers on the spare board was available for duty. A demoted engineer who was at the head of the engineers' seniority list was called, but could not be found. The fireman, who was the next demoted engineer on the list, was then called by telephone, but flatly refused to take the call.

At the subsequent investigation, at which he was charged with refusing duty, the fireman stated that he had come off duty after a run as fireman at 6.50 a.m., and that when he was called to take duty as engineer at about 2.10 p.m., he had not been to bed, as he had not expected to be called for duty again, and did not feel in condition to go out. He admitted that he had given no plausible reason for not accepting the call, and that he had been warned at the time that he might be removed from service for refusing to go.

The fireman further admitted at the inquiry that he understood he was liable to dismissal for his offence, and he promised that if he were allowed to remain in the service he would co-operate to the fullest extent in the future.

In a general statement accompanying its decision, the Board cited an earlier decision of the CNR General Grievance Committee, in which the company agreed that senior firemen assigned to regular runs who are liable to be used as engineers should book rest or unfit if necessary, "provided that the locomotive fireman notifies them on arrival that they are liable to be called as engineers." Since the fireman had not been notified that he might be called as a spare engineer, he was not required to be available.

The Board added, however, that in refusing the call as an engineer he should have said that he was not in condition to go out, and that in this respect his conduct was subject to censure.

The Board's decision was that discipline assessed in excess of 15 days should be removed, with payment for time lost beyond the 15 days.

Case No. 724—Dispute between Algoma Central and Hudson Bay Railway Company and the Brotherhood of Railroad Trainmen regarding the claim of a brakeman for time lost while relieving a conductor.

Two crews were assigned to road switcher service. A brakeman of one of the crews was informed that he would be required to relieve the conductor of the other crew for three or four days. He did not work the next day, but worked the next three days as conductor in charge of the second

crew. On the fourth day, the regular conductor returned and as a result the relief conductor was not used. He claimed mileage for that day as brakeman on his own crew, but the claim was refused by the company.

The employees contended that since the conductor had been available for duty all day on the fourth day and was not employed either as conductor on the job he was held off for, or as a brakeman on his own job, he was entitled to what he would have earned if he had been allowed to work on his own job. In support of its claim, the union quoted an article of the agreement that says that a trainman held off service to be ready to act as a conductor shall be allowed mileage lost on his own assignment if he is not used as conductor.

The company, in its contention, quoted the articles regarding the establishment of conductors' spare boards and regarding manning temporary vacancies in train service. It also quoted an article that reads: "A promoted conductor will not be permitted to hold an assignment as brakeman out of his home terminal while a junior conductor is employed as conductor out of such terminal."

The company contended that the trainman while acting as conductor was simply exercising seniority according to the agreement, and therefore was bound by the conditions of his new assignment. According to the agreement, the senior man was obliged to accept promotion.

In evidence presented when the parties appeared before the Board, it came out that the brakeman had been held off duty for more than 24 hours in readiness to act as conductor on the first day after he had been told that he would be needed as relief conductor on the second crew—the second crew did not work that day—and not on the day for which he claimed mileage.

The Board decided that the brakeman was entitled to pay for mileage lost on his regular assignment on the day after his notification but not on the day originally claimed.

Case No. 725—Dispute between Algoma Central and Hudson Bay Railway Company and the Brotherhood of Railroad Trainmen concerning the claim of a conductor and crew for minimum day yard service when required to make up their own train.

A conductor and crew assigned to pool freight service were required to make up their own train and also to do local switching not incidental to their own train because there was no yard crew on duty. For the 20 minutes spent on local switching the crew claimed for a minimum day at yard

rates. The company refused the claim, and the crew were compensated for initial terminal time.

The union contended that in yards where yard crews are employed, freight crews used to do switching other than "special service or switching incidental to their trip or regular assignment" are entitled to a minimum day at yard rates for the extra service performed, in accordance with an article in the agreement that provides for payment in such circumstances at "not less than a minimum day at the schedule rate."

The company contended that the article on which the claim was based did not apply in this instance because the crew were not "called for extra service" within the meaning of the article. It also argued that the crew were properly compensated in accordance with another article dealing with the payment of crews in train service who are required to perform switching at initial or final terminal.

The Board sustained the employees' contention.

Case No. 726—Dispute between Algoma Central and Hudson Bay Railway Company and the Brotherhood of Railroad Trainmen regarding the claim of a conductor and crew for work train service for loading and unloading contractors' equipment at various points.

A conductor and crew claimed one hour work train service en route for loading and unloading contractors' equipment at various points on one day, and for one hour and 35 minutes on another day. Both claims were refused by the company.

The employees contended that the loading of such equipment in car load lots and of excessive weights and sizes by the owners, contractors, etc., has always been classed as work train service and is still work train service, rather than wayfreight service.

They quoted an article that states that freight crews will be paid detention for work train service en route when time so spent exceeds one hour.

The company contended that the handling of the shipments in question was certainly wayfreight service, and that the shipments were covered by regular revenue billing. The fact some portion of the shipments in question required the help of the contractor who owned them did not convert the service into "work train service en route," it argued. It quoted a rule of the Canadian Freight Classification No. 20 that requires owners to help in loading freight that was too heavy or bulky to be handled by the regular station employees.

The contention of the employees was not sustained by the Board.

Case No. 727—Dispute between Algoma Central and Hudson Bay Railway Company and the Brotherhood of Railroad Trainmen regarding the claim of a conductor and crew for wayfreight rates for an entire day when they were required to help a snow plow extra stuck in the snow.

The crew of a passenger train were ordered to cut off their engine at a junction and proceed about half a mile to help a snow plow extra that was stuck in the snow. The time taken was one hour and 15 minutes, and the crew claimed for the hour and 15 minutes and for the entire trip mileage at wayfreight rate.

The union contended that when the company instructed the passenger crew to leave their train and go up the spur, their class of service was changed from passenger to freight service.

The employees based their claim on an article in the schedule that provides for the payment at the highest rate applicable to any class of service performed, when trainmen perform more than one class of road service in a day or trip. They also cited an article that allows the greater of actual mileage or actual time to trainmen taken from trains on the road to assist other trains.

The company denied the claim and paid the crew in accordance with the article that provides for the addition to road mileage of mileage run when trainmen are taken from trains on the road to assist other trains.

The company contended that the first article cited by the employees did not apply to crews other than those in combination service, and also that the time or mileage allowance provided by the second article cited does not change the class of service.

The Board sustained the contention of the employees.

Case No. 728—Dispute between Algoma Central and Hudson Bay Railway Company and the Brotherhood of Railroad Trainmen, ex parte, regarding the assessment of demerit marks against a brakeman for refusing a call for "jump man."

A brakeman working as passenger brakeman on a vacancy was bumped by a senior trainman. The trainmaster asked him whether he wanted to work again that day; the brakeman declined, as he had already worked one day (150 miles).

The next morning he was called for the jump job (third brakeman) on a way freight. He would not accept the call, "as it was a spare board trainman's job."

He was assessed 20 demerit marks; the Brotherhood filed a protest.

The union contended that as the brakeman had not booked for duty after being bumped off the passenger train, and as the company could not and did not call him for his own job at 7 a.m., he should not have been called for spare work at 9 a.m.

The company explained that at the time the brakeman had been displaced the trainmaster had tried to get him to book for freight service, which he was formerly in, but the brakeman had declined. The next day there was a vacancy for a spare brakeman, and as there was no spare board at that place, and the brakeman was the only man known to be idle in the terminal, he had been called.

The company contended that as he was not assigned to any service at the time, he should not have refused duty, and that the discipline was justified.

The contention of the employees was sustained.

Case No. 729—*Dispute between Pacific Great Eastern Railway (Vancouver) and the Brotherhood of Railroad Trainmen concerning the claim for 100 miles by a conductor who was available but not called as conductor-pilot on self-propelled machine.*

A self-propelled tie-tamping machine was operated without a conductor-pilot. A conductor who was available for call that day claimed for 100 miles runaround, contending that he should have been called as conductor-pilot in accordance with an article in the current collective agreement.

A subsection of the article cited provides that: "With the exception of off-track equipment, all self-propelled equipment operating on the main track outside yard limits... shall have a conductor in charge."

The company contended that the electro-gang tamper was off-track equipment, and that the agreement did not require the company to have a conductor in charge.

The contention of the employees was not sustained.

Case No. 730—*Dispute between Pacific Great Eastern Railway (Vancouver) and the Brotherhood of Railroad Trainmen concerning the operation of self-propelled construction equipment without a conductor in charge.*

A Burro Crane was operated without a conductor in charge on a portion of the line under construction. The employees contended that the company had violated the collective agreement in operating the crane without a conductor-pilot.

Four articles of the agreement provide that all construction trains will be manned by Pacific Great Eastern Railway crews; that trainmen required to work on construction lines will be governed by the Brother-

hood of Railroad Trainmen contract and receive not less than schedule rates of pay; that all self-propelled equipment operated on the main track outside yard limits shall have a conductor in charge; and that all contractors' trains, whether the work is being done by the company or by contractor, will be manned by Pacific Great Eastern crews.

The employees contended that the collective agreement covers the operation of self-propelled equipment in the construction territory area. The company contended that there was no rule in the agreement that required it to place a conductor in charge of a Burro Crane operating on tracks under the jurisdiction of the construction department.

The contention of the employees was sustained.

Case No. 731—*Dispute between Pacific Great Eastern Railway (Vancouver) and the Brotherhood of Railroad Trainmen concerning the assessment of demerit marks against a conductor for refusing to take out a train of more than 70 cars.*

A train of 83 freight cars was lined up by the yard office to be run out of North Vancouver northward on the Squamish subdivision. The conductor who was called advised the yardmaster that he was setting off 13 of the cars to reduce the train to 70 cars in accordance with the collective agreement.

When asked by the yardmaster to explain his action in writing, the conductor cited an article of the agreement that provides that on the Squamish subdivision, "mixed and way freight trains shall not exceed 35 cars in length" and "in other territory trains shall not exceed 70 cars."

The conductor was assessed 20 demerits. The Brotherhood protested that the discipline assessed was unjust and improper and should be removed; it contended that the 70-car limit rule applies to all trains over the entire system.

In its contention the company pointed out that the agreement provided a procedure for dealing with any questions over the proper interpretation of clauses in the agreement. The article cited "does not contemplate an employee taking the law into his own hands and applying his own personal interpretation," the company said.

"To allow an employee to place his own interpretation on rules in open defiance of supervisory authority, as was done in this case, would defeat the purpose of the collective agreement and would be an invasion of the rights of management," the company added.

(Continued on page 950)

LABOUR LAW

Legal Decisions Affecting Labour

British Columbia courts rule on power of courts to review awards of Workmen's Compensation Board. Court of Appeal declares arbitration award void because jurisdictional disputes not subject to arbitration between one union, employer

In British Columbia, the Court of Appeal dismissed an appeal by the Workmen's Compensation Board against quashing of the Board's decision by the Supreme Court on the ground that the Board, by refusing to accept the specialist's certificate as conclusive, and by refusing a compensation for silicosis, exceeded its jurisdiction.

In another case, the Supreme Court of the province quashed the Workmen's Compensation Board's decision and ruled that the Board's decision in refusing compensation was based upon a misapprehension in law as to the meaning of the word "accident" and, therefore, had to be quashed and compensation assessed and paid.

The Court of Appeal of the province, in another case, allowed an appeal from the judgment of the Supreme Court and held an arbitration award to be void on the grounds that jurisdictional disputes are subject to arbitration between the disputing unions and not between a union and the employer, and that an award affecting the interests of a union that was not a party to such arbitration is in excess of jurisdiction and void.

British Columbia Court of Appeal . . .

... Confirms right of courts to review and quash decisions of the Workmen's Compensation Board

On May 25, 1960, the British Columbia Court of Appeal confirmed the power of the Superior Courts to determine and declare public law and to define the statutory jurisdiction and authority of inferior tribunals and boards. Further, the Court held that the exclusive authority conferred upon the Workmen's Compensation Board by Section 76(1) of the B.C. Workmen's Compensation Act to decide questions of law does not rule out the power of the courts to interpret the sections of the Act defining the Board's jurisdiction and authority and to review the Board's proceedings

in order to see if the Board has kept within its statutory jurisdiction.

A worker's claim for compensation for silicosis was denied by the Board and he sought to have it reviewed under Section 54A of the Act. The section reads:

54A (1) When a workman applies to the Board for compensation under this Act and claims:

...

- (c) that the medical opinion upon which the disputed finding was made is erroneous or incomplete; and makes a request in writing to the Board accompanied by a certificate from a physician certifying that in the opinion of such physician there is a *bona fide* medical dispute to be resolved, with sufficient particulars thereof to define the question in issue, the workman shall be examined by a specialist appointed in the manner provided in this section.

...

(5) Within eighteen days after his appointment, the specialist shall examine the workman at a time and place specified by the Board, and shall certify to the Board as to:

- (a) the condition of the workman;
- (b) his fitness for employment;
- (c) if unfit, the cause of such unfitness;
- (d) the extent of his temporary or permanent disability by reason of the injury in respect of which he has claimed compensation; and
- (e) such other matters as may, in his opinion, or in the opinion of the Board, be pertinent to the claim;

and such certificate, which shall be in the form provided by regulation, shall be conclusive as to the matters certified.

...

(9) Within eighteen days of the receipt of the certificate from the specialist, the Board shall review the claim and notify the workman in writing of its decision regarding the matters contained in such certificate.

A specialist appointed under Section 54A examined the workman and in his certificate to the Board stated:

Mr. Battaglia therefore has a fibrotic condition of his lungs caused by silica which has been inhaled during mining and its X-ray appearance is as specific as X-ray can be for

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

this condition. His capacity for effort is markedly reduced. He is therefore entitled to a pension for silicosis.

The Board refused to accept as conclusive the finding of the specialist that Battaglia had silicosis and proceeded to review the finding in the light of other medical opinions that it secured. On January 23, 1958, the Board informed the worker that "the findings on file do not show that you are disabled by silicosis as defined by the Workmen's Compensation Act" and that his claim was refused.

Following the Board's refusal to change its earlier decision, Battaglia applied to the Supreme Court for a writ of *mandamus* with *certiorari* in aid to compel the Board to grant him compensation for silicosis or to hear and determine his claim according to law. On January 7, 1960, Chief Justice Lett of the Supreme Court of British Columbia quashed the Board's decision of January 23, 1958, and ordered the Board to hear and determine according to law Battaglia's claim for compensation for silicosis. The judgment of the Court was appealed by the Board.

Mr. Justice Davey of the Court of Appeal referred to Section 76 (1) of the Act, which provides that "the Board shall have exclusive jurisdiction to inquire into, hear, and determine all matters and questions of fact and law arising under this Part, and the action or decision of the Board thereon shall be final and conclusive and shall not be open to question or review in any court, and no proceedings by or before the Board shall be restrained by injunction, prohibition, or other process or proceeding in any court or be removable by *certiorari* or otherwise into any court; . . ."

The Board argued that the interpretation of Section 54 A, particularly Subsections (5) and (9), its relation to Section 76 (1), and the extent to which the specialist's certificate is conclusive, are questions of law arising under Part I of the Act over which the Board has exclusive jurisdiction under Section 76 (1) and the courts have no jurisdiction to interfere.

Mr. Justice Davey rejected this argument. In his opinion, Section 54A, is a later and special section which provides a method of reviewing medical findings of the Board; therefore, Section 76 (1) must be taken to be subject to it. In reviewing a claim under Subsection (9) of Section 54A, the Board must accept as conclusive the findings certified by the specialist within the ambit of his statutory authority.

Referring to the Supreme Court of Canada decision in *Toronto Newspaper Guild v. Globe Printing Co.* (L.G. 1953, p. 1174), Mr. Justice Davey stated that it is clearly

established by judicial decision of the highest authority and accepted by Parliament that it is for the superior courts to determine and declare public law and in the course thereof to define the statutory jurisdiction and authority of inferior tribunals and boards; that it requires the clearest language to transfer that jurisdiction from the superior courts to the bodies concerned; under the B.N.A. Act, 1867, perhaps not even then. In his opinion, the exclusive authority conferred upon the Board by Section 76 (1) to decide questions of law does not extend to the interpretation of those sections of the Act defining the Board's jurisdiction and authority, and does not deprive the Supreme Court of British Columbia of its power to scrutinize the proceedings of the Board to see if it acted within the jurisdiction and authority conferred upon it by the Act.

Another point submitted by the Board was that the Board is a purely administrative body not subject to a writ of *certiorari*. In rejecting this submission, Mr. Justice Davey stated that an administrative body is subject to *certiorari* proceedings in respect of matters affecting the rights of others in which it must act judicially. It is true that the compensation Board is an administrative body, but in deciding claims it must act judicially, and not on grounds of policy or expediency. Compensation is a matter of right, not of grace, and the Board is given exclusive authority to determine the questions of fact and law upon which that right depends. The process is clearly one of adjudication, although not necessarily accompanied by the procedure followed in conventional courts.

Mr. Justice Sheppard, in his reasons for judgment, also dealt, *inter alia*, with the Board's contention that being an administrative body the Board is not subject to *certiorari*. He pointed out that the same body may have administrative and judicial functions. The Board, acting under certain sections, may be exercising an administrative function; while acting under other sections, it may be exercising judicial functions. In the case at bar, when reviewing the case under Section 54A of the Act, the Board was exercising a judicial function. Also, the specialist acting under Section 54A was exercising a judicial function. Whether the certificate of the specialist be conclusive or not as to the facts certified pursuant to Section 54A (5), the Board, in exercising the review, is acting on the principle declared by the statute and made binding on the workman and Board. That indicates a judicial function. Further, Mr. Justice Sheppard continued, there is a defined issue to be decided, that is, the validity of the

claim according to the statute, and to be decided between designated parties, the workman on the one hand and the Board on the other. These are *indicia* of judicial function.

It may be that some sections of the statute do confer upon the Board a discretion, thus indicating that under those sections the Board exercises administrative functions; for example, Section 5, in permitting the Board to admit industries or workmen, and Part I, Div. 4, in permitting the Board to determine the amount of the assessment to be made. Those are administrative functions. However, those sections do not apply in the case under review and they do not prevent the Board having judicial functions under the sections here in question.

Referring to the contention that *certiorari* is excluded by Section 76 (1) of the Act, Mr. Justice Sheppard stated that the section does not exclude *certiorari* where the Board is acting outside its jurisdiction (*Acme Home Improvement Ltd. v. Workmen's Compensation Board* (1957) 23 W.W.R. 545). Further, *certiorari* is not excluded where the powers are exercised by the Board in breach of the implied restrictions. In the case at bar, the Board had proceeded to review the certificate of the specialist. That was beyond its jurisdiction.

Further, Mr. Justice Sheppard pointed out that under Subsections (5) and (9) of Section 54A, the jurisdiction in reviewing a case is divided. The specialist has exclusive jurisdiction to determine the matters coming within subsection (5), and in respect of such matters his finding "shall be conclusive as to the matters certified." The jurisdiction of the Board in review lies outside that particular jurisdiction which is specifically assigned to the specialist. Consequently, the Board has the general jurisdiction of review exclusive of that assigned to the specialist, and therefore the Board, in review, must proceed on the basis of the certificate of the specialist being conclusive as to the matters certified by the specialist acting within the limits of subsection (5). When the specialist's certificate is taken to be conclusive, as required by Subsection (5), it still remains for the Board to determine whether the workman has a valid claim under the Workmen's Compensation Act.

In the case under review, the certificate of the specialist stated that the workman had silicosis and a disability therefrom. The Board obtained the opinions of other medical practitioners, reviewed the certificate of the specialist and had, on the weight of evidence, come to a contrary conclusion. In so doing, the Board was

acting outside its jurisdiction. It is for the specialist to say if the workman had silicosis and the extent of any disability caused thereby. The Board, in its review, must accept those findings coming within Subsection (5) and on that basis proceed to determine whether or not the workman has a valid claim for compensation. The Board, in the case at bar, had acted outside its jurisdiction in that it had not accepted the finding of the specialist as conclusive but had proceeded to review that finding in the light of other evidence. In so doing, the Board had exercised a jurisdiction not assigned to it but assigned exclusively to the specialist and had therefore acted *ultra vires*. In so acting *ultra vires* the Board was not determining a question of law and fact "arising under Part I" and was therefore not within the immunity of Section 76.

While the Board has no jurisdiction to review the finding of the specialist, the specialist's certificate, on the other hand, does not conclude the review. The general jurisdiction to review is in the Board, and upon assuming the certificate of the specialist to be conclusive as to the matters within Subsection (5), it is not open to the specialist to extend that jurisdiction so as to entrench upon the general review which is vested in the Board.

The Court dismissed the Board's appeal and confirmed the judgment of the Supreme Court by which the findings of the Board were quashed as being *ultra vires* and null and the Board was ordered to review the matter as required by law. *Battaglia v. Workmen's Compensation Board*, (1960) 32 W.W.R., Part I, p. 1.

British Columbia Supreme Court . . .

. . . holds Workmen's Compensation Board decision that is wrongful on points of law is reviewable

On May 30, 1960, Mr. Justice Manson of the B.C. Supreme Court ruled that the provision of the B.C. Workmen's Compensation Act granting the Workmen's Compensation Board exclusive jurisdiction to determine questions of fact and law and making the Board's decisions final and conclusive is ineffective insofar as it would deprive a claimant of the right to have a wrongful decision on the point of law reviewed and quashed by the courts.

Also, Mr. Justice Manson held to be *ultra vires* the provision of the Act which authorizes the Lieutenant-Governor in Council to appoint the members of the Workmen's Compensation Board. In his opinion, the Board is a judicial tribunal, therefore, its members should be appointed by the Governor General in Council.

The claimant, in *mandamus* proceedings with *certiorari* in aid, was asking the court to quash a decision of the Workmen's Compensation Board and to order the Board to assess and pay a compensation. He contended that the Board put a wrong construction in law upon the word "accident" as defined in Section 2 (1) of the Act. The definition reads:

"Accident" shall include a wilful and intentional act, not being the act of the workman and shall include a fortuitous event occasioned by physical or natural causes.

In the opinion of Mr. Justice Manson, that definition does not exclude the ordinary and common law meaning of the word "accident" and does include the acceleration of death induced by exertion in the course of employment. He found that the medical evidence showed that the claimant's death was accelerated by exertion in the course of employment. The Board, in his opinion, proceeded upon a misapprehension in law as to the meaning of the word "accident", and he ruled that the finding of the Board be quashed and the Board should assess the compensation and pay it to the claimant.

Before reaching his conclusions, Mr. Justice Manson dealt with two points raised in the course of argument: first, the validity of Section 76 of the Workmen's Compensation Act; and second, the competence of the Legislature to authorize the Lieutenant-Governor in Council to appoint the members of the compensation Board pursuant to Section 65 of the Act.

Section 76 (1) of the Act reads, in part, as follows:

76 (1) The Board shall have exclusive jurisdiction to inquire into, hear, and determine all matters and questions of fact and law arising under this Part, and the action or decision of the Board thereon shall be final and conclusive and shall not be open to question or review in any Court, and no proceedings by or before the Board shall be restrained by injunction, prohibition, or other process or proceeding in any Court or be removable by *certiorari* or otherwise into any Court; and without restricting the generality of the foregoing the Board shall have exclusive jurisdiction to inquire into, hear and determine: ...

It was agreed that the statute confers upon the Board power to determine both facts and law. The question before the Judge was whether the legislature could do what it purported to do by Section 76 and, if so, had it done so effectively?

Section 76 aims to deprive a subject, in terms the Judge considered unlikely to be found in any other provincial statute, of the right to have the decisions of an inferior tribunal reviewed upon points of law. Also, he was of the opinion that there is no similar legislation in other provinces

with the exception of some workmen's compensation acts that would show the same purpose as that of Section 76.

In Mr. Justice Manson's opinion, Section 76, insofar as it purports to deprive a claimant of a right to resort to the courts on points of law, violates a principle which has been in the British system of law from time immemorial. It has been part of the spirit of *Magna Carta* that subjects of the Sovereign shall have the opportunity of having their rights, both criminal and civil, determined by the courts. The courts have always been the protectors of the rights of private citizens and one of those rights is to have adjudications sound in law.

Section 76 of the Act, by denying access to the courts, gives to decisions of the Board the status of decisions of the Supreme Court of Canada. The Acts of Parliament and of legislatures, in Mr. Justice Manson's opinion, are not sacrosanct and the right of the subject to have his rights determined by a court of law is more sacred than an act of a legislature. The saying that Parliament is supreme is too wide a statement as both Parliament and legislatures can only legislate within the limits prescribed by the constitution. In *Switzman v. Elbling and Attorney General of Quebec* (L.G. 1957, p. 983), Mr. Justice Abbott expressed an opinion that Parliament itself could not abrogate the right of discussion and debate. By analogy of reasoning to that enunciated by Mr. Justice Abbott, Mr. Justice Manson was unable to differentiate the limitations on the powers of a legislature in the matter of the free expression of ideas by citizens from the ancient right of the subject to have his rights determined by a court of law. In *Battaglia v. Workmen's Compensation Board* (1960), 32 W.W.R., Part 1, p. 1 (reported above), Mr. Justice Davey, referring to the judgment of the Supreme Court of Canada in *Toronto Newspaper Guild v. Globe Printing Co.* (L.G. 1953, p. 1174), stressed the power of the superior courts to define the statutory jurisdiction and authority of inferior tribunals and boards. Further, he expressed an opinion that Section 76 (1) does not deprive the Supreme Court of British Columbia of its power to scrutinize the proceedings of the Board to see if it acted within the jurisdiction and authority conferred upon it by the Act.

In England, the Court of Appeal in *Re Gilmore's Application* (1957) All ER 796, held that a statute purporting to make a tribunal's decision final merely meant that the decision should be final on the facts, and should not be the subject of an appeal, but such a provision did not exclude jurisdiction by *certiorari*.

Reverting to the case under review, Mr. Justice Manson noted that the words of Section 76 (1)—“and shall not be open to question or review in any court” refer, following the *Gilmore* case, only to findings of fact, and it would appear that the finding on a point of law would be open to review on *certiorari*. Also, he noted that the section does not prohibit *mandamus* proceedings and the application under consideration was for *mandamus* with *certiorari* in aid.

In *Acme Home Improvement Ltd. v. Workmen's Compensation Board*, (1957) 23 W.W.R. 545, Mr. Justice Davey, in reference to Section 76 (1), observed:

The privative provisions of this section... will not oust the jurisdiction of the court to quash the assessment on *certiorari*, if the board has assumed a jurisdiction not vested in it by a wrong decision on a collateral question of law or fact upon which that jurisdiction depends.

In the *Battaglia* case, Mr. Justice Sheppard, quoting this observation, added: “Further, *certiorari* is not excluded where the powers are exercised by the board in breach of the implied restrictions.”

In Mr. Justice Manson's opinion, once a board has declined jurisdiction, or has accepted jurisdiction, or has exceeded jurisdiction, if its action in doing so is founded on an incorrect statement of the law, then any order it makes in such circumstances must be quashed.

Also, Mr. Justice Manson agreed with the contention that the Legislature cannot deprive a subject of the Sovereign of the right to have decisions of an inferior tribunal reviewed in the courts on points of law, and if the Legislature has such a power, it must exercise it in clear and explicit English. Section 76, if such a power exists, falls far short of making that clear.

Turning to another issue, whether the Legislature has the competence to authorize the Lieutenant-Governor in Council to appoint the members of the board as provided in Section 65 of the Act, Mr. Justice Manson noted that the Workmen's Compensation Board is not merely an administrative tribunal because part of its function is to do administrative work. In his opinion, the Act intends to create the board a judicial tribunal and give to it the power to determine most important points of law. In fact, nearly every decision of the board involves a point of law. It is immaterial whether the board is described as an administrative body or a judicial body. The real point is, does the Act purport to confer on the board a judicial function normally performed by the courts of the land? Mr. Justice Manson had no doubt that the Act does so.

In the *Battaglia* case, Mr. Justice Sheppard said that although the board, acting under certain sections, may be exercising an administrative function, that does not preclude the board's acting under other sections from exercising a judicial function. The same body may have administrative and judicial functions. The Board is exercising a judicial function in making the review under Section 54A. When there is a defined issue to be decided, namely, the validity of the claim according to the statute, between designated parties such as workmen on the one hand and the board on the other, these are *indicia* of a judicial function.

In conclusion, Mr. Justice Manson held that the board has been constituted a judicial tribunal analogous to a Superior Court and with the powers of the Supreme Court of Canada to give a final judgment. It follows that its personnel must be chosen by the Governor General pursuant to the B.N.A. Act, Section 96. But that is not to say that the province could not appoint the members of an administrative board. He accordingly directed “that the finding of the Board be quashed and that the Board assess the compensation to be paid the applicants and pay the same.” *Farrell et al. v. Workmen's Compensation Board*, (1960), 31 W.W.R., Part 13, p. 577.

British Columbia Court of Appeal . . .

... declares void arbitration award affecting the interests of union not party to the arbitration

On March 4, 1960, the British Columbia Court of Appeal, allowing a union's appeal, ruled that a union that was not a party to an arbitration, but whose interests were substantially affected by the award (which was void), may bring a court action to declare the award void. Further, the Court declared that an award that expressly professed to dispose of the rights of nonparties to such arbitration was in excess of jurisdiction and thus void; and that jurisdictional disputes are not “grievances” and if they are to be arbitrated, then the arbitration must be between the disputing unions and not between any union and the employer.

Mr. Justice Smith, rendering the judgment of the Court of Appeal, recalled the circumstances of the dispute.

Victoria Machinery Depot Company Limited employed members of Local No. 3 of the Machinists, Fitters and Helpers' Industrial Union and of Local No. 324 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitters Industry of the United States and Canada. Both unions had collective bargaining contracts with the company. In

recent years, rivalry arose between the two unions, both complaining to the employer of the way in which it apportioned work between them. Both unions threatened to force arbitrations on the employer under grievance proceedings of the collective agreements.

First the Machinists union took this course, and an arbitration took place on its insistence. The company protested and contended that the point raised was not a grievance and not arbitrable under the grievance procedure. The arbitration board took the same view and held that the dispute was a jurisdictional dispute between the two unions and not with the company and could only be decided in an arbitration to which both unions were the parties. The board then made an award that the two unions should arbitrate the division of labour.

The two unions did negotiate to that end, but they could not agree on terms of submission, and nothing came of it.

The Pipefitters then forced the company into an arbitration on division of work under the grievance procedure of their contract. The company again protested that the matter was not arbitrable. However, the arbitration between the Pipefitters and the company took place with the Machinists refusing to take part. The Board made an award which, among other things, held that the Pipefitters were entitled to do many types of work that admittedly its members had not previously done at the company's plant. The company, under pressure from the Pipefitters' union, put the award into effect and issued directions as to apportionment of the work, with the result that a number of the members of the Machinists' union were laid off.

The Machinists then brought a court action, claiming declarations that they were entitled to do nine specified types of work and that the Pipefitters' award against the company was void.

The trial judge, relying on the clause on jurisdiction in the Machinists' collective agreement, which was similar to the corresponding clause in the Pipefitters' contract, held that the dispute was jurisdictional and that the effect of the jurisdictional clauses in the collective agreements was that when a jurisdictional dispute arose, the work should be apportioned as the employer directed "pending a settlement by an independent arbitrator or pending a satisfactory settlement to all concerned." He did not enlarge on how such settlement was to be reached when the parties could not agree on a basis for arbitration, or how such an impasse was to be resolved, but he held that the Machinists had not ex-

hausted their remedies under the jurisdictional clause of their collective agreement, and that until they did so, they could not sue; so he dismissed the action. (L.G., Jan., 1960, p. 69).

Mr. Justice Smith noted that the Machinists had claimed that the Pipefitters' award was void on two main grounds:

- (1) that it was an attempt to deal with a jurisdictional dispute between the two unions under the guise of deciding a "grievance," which meant a dispute between the union and employer;
- (2) that the award attempted to decide the rights of the machinists who were no party to it, and though it did not bind the Machinists, it actually operated to their detriment, and so was void.

Both collective bargaining agreements had "grievance" clauses that were similar and followed immediately after the jurisdiction clauses, which indicates that those who drafted the agreements clearly distinguished between grievances and jurisdictional disputes.

The trial judge held that it was unnecessary to decide whether the Pipefitters' award was void or even "bad," that both unions must let the employer divide the work when jurisdictional dispute arises, and that the unions are bound by that decision until another solution that satisfies all parties is reached. But the trial judge failed to decide how much or how little force that award should have. He implied that the award should never have been made, but he did not decide whether it could be ignored; actually, he said that he did not need to decide whether the award was void or voidable. The result was that though he said that it was the company's duty to apportion the work, he did not say how it could do this with the Pipefitters' union's award still being there.

Mr. Justice Smith was of the opinion that in those circumstances the decision whether or not the award was void could not be avoided.

The company and the Machinists' union asked that the award be declared void. The Pipefitters denied that either the Machinists or the company was in a position to attack the award. They contended that the Machinists could not attack it even by action for declaration because they were no party to it.

Mr. Justice Smith rejected this contention. He was of the opinion that the scope of actions for declarations was being widened and the Machinists could claim the award to be void if they could show that their

interests were substantially affected by the award. There is no doubt that the Machinists' interests were affected. The decisions in some American cases point out that a void, as opposed to a voidable judgment, can be attacked by a stranger; in many English cases, the courts have allowed a stranger to impugn a void judgment. Mr. Justice Smith did not see any distinction in principle between attacking a void judgment and a void arbitration award. Therefore, the Machinists had the status to seek a declaration that the Pipefitters' award was void.

Regarding the grounds for the contention that the award was void, Mr. Justice Smith thought that Articles XI and XII of both collective agreements mean that jurisdictional disputes are not grievances and if they are to be arbitrated, then the arbitration must be between the disputing unions and not between any union and the employer.

Consequently, when a union enforces on the employer arbitration of a jurisdictional dispute, there is no submission for the arbitrators to act, and without submission (unless the statute gives necessary authority), the arbitrators have no jurisdiction.

Another reason for holding the award void was, in Mr. Justice Smith's opinion, that it expressly professed to dispose of the rights of nonparties, which was in excess of jurisdiction. The award was full of rulings that decided the rights of the Machinists and even outside trades and that alone was sufficient to make the award void.

The trial judge held that the Machinists could not sue because they had not exhausted their remedies under Article XI of the collective agreement. That remedy was to arbitrate with the Pipefitters. Mr. Justice Smith did not agree with that reasoning. He noted that the negotiations with the Pipefitters on the terms of arbitration were abortive and there was no prospect of agreement, and the Machinists had reached the point where they were entitled to sue.

As to the Pipefitters, they had the same remedy as the Machinists; instead of forcing an arbitration on the employer, they had the right to sue the Machinists for a declaration of their rights, joining the employer also as a defendant so as to bind him.

The award being void, the Machinists might have been entitled to a decision apportioning the various items of work. But counsel for the Machinists did not ask for a decision in this respect and stated that the Machinists' union was willing to abide by the ruling of the trial judge that the company should apportion the work.

The Court of Appeal allowed the Machinists' union appeal to the extent of declaring the Pipefitters' award void. *Machinists, Fitters and Helpers, Local No. 3 v. Victoria Machinery Depot Company Limited and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitters Industry of the United States and Canada, Local No. 324*, (1960), 31 W.W.R., Part 12, p. 564.

Recent Regulations under Provincial Legislation

British Columbia establishes new minimum wage for employees in amusement places

In British Columbia a new minimum wage order which went into force on August 1 set a minimum wage of 75 cents an hour for driving school instructors and for employees in amusement places and provided for a 32-hour weekly rest.

British Columbia Male and Female Minimum Wage Acts

A new order of the British Columbia Board of Industrial Relations establishing a minimum wage of 75 cents an hour for driving school instructors and employees in amusement places was gazetted on July 14 as B.C. Reg. 138/60 to go into force on August 1. The new order replaced a 1948 order that set a minimum wage of \$18 a week for employees who worked 40 or more hours a week and of 45 cents an hour for

part-time workers with lower rates for learners.

The new order has a somewhat wider coverage than formerly, applying to driving school instructors as well as to a number of other workers not specifically covered by the previous order, including employees in dance studios, zoos, physical culture or health clinics and studios, charm and modelling schools and driving schools. The Order continues to cover employees in the following other places where a charge for admission or service is made to the public: indoor and outdoor theatres, dance-halls, dance pavilions, music halls, concert rooms and lecture halls (excluding players and artists); shooting galleries, bowling alleys, billiard parlours, pool rooms, ice rinks, roller rinks, amusement parks, golf courses,

sports grounds and arenas; swimming pools, bathing pavilions and dressing rooms, bathing beaches, steam baths; parking lots, auto camps, shoe-shine establishments and boat liveries.

Golf caddies, watchmen, motion picture projectionists and persons subject to another order are again excluded. Supervisory, managerial or confidential employees, previously excluded only from the overtime provision are now fully exempt. The Board, however, may determine whether or not an employee belongs in this category.

In line with the usual practice, some variation of the 75-cent minimum is provided. Pin-setters may be paid a minimum wage of 55 cents an hour and lower rates may also be paid to apprentices and handicapped or part-time workers under special permit from the Board, the Order providing that such employees must be paid the rate specified in the permit.

The daily guarantee provision has been brought into line with that in other orders. Every employee must be paid at his regular rate of pay for the entire period spent at work in response to a call from the employer, with a minimum of two hours pay if he reports for work, unless his condition is such that he is not competent to perform his duties or has failed to comply with the Accident Prevention Regulations of the Workmen's Compensation Board. An employee who commences work must receive at least four hours pay except where his work is suspended because of inclement weather or other reasons completely beyond the control of the employer. School students reporting for work on a school day are to receive a minimum of two hours' pay. Under the previous order all employees were entitled to at least two hours' pay for

reporting for work and part-time workers were guaranteed a minimum of three hours' pay if they commenced work except in the case of *force majeure* or unless the Board gave special permission to vary the arrangement.

As before, hours may not exceed eight in the day or 44 in the week unless the Board has approved a different arrangement in accordance with the exceptions provided in the Hours of Work Act and regulations. The Board may also permit longer hours during emergency conditions, in which case time and one-half the regular rate must be paid for all time worked beyond the prescribed daily and hourly limits.

For the first time employees in amusement places and other workplaces covered by the Order are entitled to a weekly rest of 32 consecutive hours. In exceptional cases, however, the Board may approve a different arrangement regarding a rest period upon receipt of a joint application from the employer and employees concerned.

The new order also contains the usual provisions respecting semi-monthly payment of wages, the posting of orders and work schedules and the keeping of records and employee registers.

Quebec Minimum Wage Act

In Quebec, an amendment to the general minimum wage order (No. 4, 1960) added fishing establishments in the electoral district of Duplessis where fish and other seafoods are processed to the list of workplaces without a regular workweek. This means that employees in such places are not entitled to overtime.

The amendment was approved by O.C. 1016 of June 28 and gazetted July 9 to take effect May 1.

Industrial Health and Safety Legislation, 1960

(Continued from page 908)

the Act is operated contrary to the Boiler and Pressure Vessels Act it shall "be deemed to endanger the safety of the persons employed therein."

In Quebec, an amendment to the Motor Vehicles Act prohibits, except in towns, cities or urban territory, a bus driver from driving for more than 10 hours per 24 hours, and the driver of a delivery truck from driving for more than 12 hours per 24 hours, unless he has rested for eight consecutive hours within the 24-hour period.

Also, a bus driver may not drive for more than 60 hours, and the driver of a delivery vehicle for more than 72 hours, in one week.

In towns, cities and urban territory, bus drivers and drivers of delivery vehicles must not drive more than 250 miles in 24 hours.

Before the amendment, the Act provided that bus drivers in the province were not to drive more than 250 miles in 24 hours but placed no limitation on the hours or mileage of drivers of delivery vehicles.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants for benefit at end of June down 19 per cent from number at previous month-end, up 35 per cent from year-earlier total. Total of initial and renewal claims and benefit payments both greater than during June 1959*

Claimants† for unemployment insurance benefit on June 30 numbered 296,400, a figure 19 per cent less than the total of 364,300 on May 31 but 35 per cent greater than the figure of 220,500 on June 30, 1959.

Although the decline since the previous month affected largely males, they still made up more than 75 per cent of the increase over last year.

Initial and renewal claims for benefit during June numbered 128,500, which figure was about 22 per cent less than the 165,600 in May but 20 per cent more than the 107,100 in June 1959.

Of the 76,900 initial claims filed in June, an estimated 12,000 (or one in six) were filed by persons who had exhausted benefit and wanted to re-establish credits. This was a sharp decline from May, when this group was estimated at about 50,000 (or almost one in two).

(A claimant's ability to re-establish entitlement to benefit immediately after exhaustion is considerably less outside the seasonal benefit period than during it. Twenty-four contributions within the preceding 12 months must be proved, and a total of 30 contributions in the previous two years; whereas during the seasonal benefit period such a claimant qualifies for an extension under seasonal benefit Class B by reason of his having exhausted his regular benefit. Consequently he is less likely to file a new claim when he exhausts his benefit during the mid-May to December period than when he does so during the seasonal benefit period.)

The average weekly number of beneficiaries was estimated at 275,900 for June, 560,800 for May, and 197,000 for June 1959.

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. Consequently the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant statistics with those for a previous period, factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

Benefit payments totalled \$26,800,000 in June, \$52,200,000 in May, and \$18,200,000 in June 1959.

The average weekly payment was \$22.11 for June, \$22.17 for May, and \$20.95 for June 1959. The higher average rate this year is partly explained by the combined impact of the greater proportion of males this June than last—their average rate being substantially higher than that for females—and by the new benefit rates established by the amendments to the Act made in September 1959.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for June showed that insurance books or contribution cards had been issued to 4,230,270 who had made contributions to the Unemployment Insurance Fund since April 1, 1960.

At June 30 employers registered numbered 328,945, an increase of 617 since May 31.

Enforcement Statistics

During June 7,099 investigations were conducted by enforcement officers across Canada. Of these, 4,352 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 177 were miscellaneous investigations. The remaining 2,570 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 190 cases, 50 against employers and 140 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,686.*

Unemployment Insurance Fund

Revenue received in June totalled \$23,735,928.09 compared with \$25,187,592.93

in May and \$19,406,132.90 in June 1959. Benefits paid in June totalled \$26,841,962.03 compared with \$52,213,351.82 in May and \$18,101,353.40 in June last year. The balance in the Unemployment Insurance Fund on June 30 was \$296,187,477.10; on May 31 it was \$299,293,511.04 and on June 30, 1959 it was \$434,152,690.64.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1754 July 13, 1960

Summary of the Main Facts: The claimant, a married woman, became employed as a stenographer and typist in a law office in C....., Que., on February 2, 1959. She continued in this employment until May 23, 1959, when she went to M....., Que., to be with her sister, whose husband was drowned on that day.

She returned to C..... at the end of June, after which she resumed her duties in the law office and worked until July 4, when her employer informed her that he was leaving the next day on a business trip, which was expected to last about five days. While out of town, he became ill and, as a consequence, was unable to return to C..... until some time in September or October 1959.

On September 1, 1959, the claimant applied for benefit, by letter, to the local office of the Unemployment Insurance Commission in R....., Que., and stated that for the previous two months she had been unemployed because of her employer's absence, that she was unable to forward her insurance book as it was in the employer's office, to which she had no access, and that she had tried without success to obtain other suitable employment in C.....

On September 7, she again wrote to the local office and asked if it would be possible to have her claim made effective to a date earlier than September 1, because, had she known her employer would have been absent from C..... for such a lengthy period, she would have applied for benefit on July 4. She added that each week she expected he would return and for that reason did not apply earlier.

On December 28, 1959, the claimant completed a formal application to have her claim antedated to July 9 and in support thereof, referred to the reasons given in her letter of September 7 for not having

applied for benefit much earlier and, in addition, submitted seven telegrams she had received from the employer during his absence, all indicating that he expected to return to C..... soon.

The insurance officer informed the claimant on January 13, 1960 that she was not entitled to have her claim antedated because she had not shown good cause for delay in making her claim (sections 46 (3) of the Act and 150 of the Regulations).

On February 8, 1960, the claimant appealed to a board of referees on the following grounds:

...I feel I have established good cause for the delay in filing my claim as explained in a letter to your office on September 7th, 1959, in an interview with your Mr. G..... on December 28th, 1959, and also confirmed by several telegrams sent to your office. The delay was caused by the fact that I was expecting (my employer) to return from one week to another, and by the telegrams you have on hand you will agree that I was justified in my belief. As there is a waiting period of one week before any benefit is paid, I did not consider it worthwhile to make my claim, thinking my employer would return before the waiting period was over.

As already explained to your office, the last day I worked for (my employer) was July 4th, 1959, when he advised me he was leaving the next day on a business trip and would return on July 10th. My salary was to be paid for this period. On July 16th I received a first wire from (my employer) stating he would return in a week. I received further telephone calls from M..... and T..... to the same effect, as well as the telegrams you already have in my file...

The board of referees unanimously dismissed the appeal at a hearing held on March 16, 1960, at which the claimant was present. The board felt that the claimant had a valid reason for the delay in making her claim and that such reason had existed for the period July 9 to September 1, 1959. The board, held, however, that she was not entitled to have her claim antedated during the period in question as she was not available for work in that she expected to be employed again by the same employer within a very short period of time.

*These do not necessarily relate to the investigations conducted during this period.

On April 14, 1960, with the permission of the chairman of the board of referees, the claimant appealed to the Umpire for the following reasons:

My request to have my claim antedated to July 9th, 1959, was refused mainly because it was decided, due to the fact that I was expecting my former employer to return to C....., that I was not available for work. As I have had ten years experience in a legal office I prefer that type of work, but would have accepted other employment in the meantime. However, no other work, temporary or permanent, was available here. In my letter to the U.I.C. dated September 1st, 1959, I stated that I had tried unsuccessfully to find other employment here, but this point was not brought out at the hearing held in A..... on March 16th last. I feel that consideration should be given on this point.

Considerations and Conclusions: On the facts before me, I agree with the unanimous finding of the board of referees, which is in accordance with the provisions of sections 46 (3) of the Act and 150 of the Unemployment Insurance Regulations.

It seems clear that the members of the board of referees were convinced that, notwithstanding the reasons given by the claimant for her delay in making a claim and her statement that she had sought, without success, suitable employment in C....., she had up to September 1 unduly restricted her availability inasmuch as had her employer returned in the meantime, she would not have accepted or continued in other employment. Moreover, the claimant has failed to prove that the employment which she had sought was of a permanent nature.

For these reasons, I dismiss the claimant's appeal.

Decision CUB-1756, July 13, 1960

Summary of the Main Facts: The claimant, married, 36 years of age, filed an initial application for benefit on January 13, 1960, and stated that he had worked as a truck driver for Canadian Breweries Transport Limited, Toronto, Ont., from November 1956 to January 8, 1960, when he was laid off because of lack of work.

In the confirmation of separation (Form UIC 479), the employer stated that the claimant became separated from his employment because of an "Infraction of Company Rules & Regulations".

Because of the conflicting statements of the claimant and the employer regarding the cause of the separation, both parties were asked by the local office of the Unemployment Insurance Commission to submit written comments. The claimant did not reply. However, the employer provided the following additional information:

REASON FOR DISCHARGE: Customer (The Carling Breweries Ltd.) refuses to have this driver deliver for them.

- Reason 1) Failure to complete work assignment on time, thereby booking more hours than necessary. Several warnings.
- 2) Consistently visited home during work hours contrary to instructions and failed to deduct such time from booked hours.
- 3) Consistently short on cash.

The insurance officer disqualified the claimant from receipt of benefit for the period January 10, 1960, the effective date of his claim, to February 13, 1960, because, in his opinion, the claimant had lost his employment by reason of his own misconduct within the meaning of section 60 (1) of the Act.

The claimant appealed to a board of referees. Upon receipt of the appeal, the insurance officer communicated with the Manager of the Canadian Breweries Transport Limited and learned that "in accordance with the provisions of the Union Contract (the claimant's) case was submitted to arbitration on 15 February 1960. A decision is expected shortly and will be available for consideration."

The claimant and his representative, an official of the Brewery, Malt and Soft Drink Workers International Union Local 304, attended the hearing of the board of referees in Toronto on March 2, 1960. The board, by a majority decision, dismissed the appeal and maintained the disqualification that had been imposed by the insurance officer. The decision reads, in part:

... The gentlemen who appeared handed to the Board a decision of Bora Laskin, Q.C., who was the arbiter in the grievance between the employer and the employee. The report stated that in the opinion of the arbiter there was industrial misconduct in fact, but the warnings to the employee were such that they might be considered weak or vague, and, for this reason and other reasons, it was suggested that the employee be re-instated but, however, should suffer a period of suspension.

It is the opinion of the majority of the Board that the claimant did, in fact, lose his employment with Canadian Breweries Transport Ltd. on 8 January 1960, by reason of his own misconduct. The instances of misconduct were admitted by the claimant before the Board...

The dissenting member of the board was of the opinion that in view of Mr. Laskin's decision, referred to above, whereby the claimant should be re-instated to the employ of the company, he did not lose his employment by reason of his own misconduct.

On March 30, 1960, the insurance officer obtained the following information from the employer:

The claimant's last day worked was 8 January, 1960, suspension commenced effective 9 January, 1960. He was re-instated effective 15 March, 1960, following his period of suspension. (The claimant) worked on 15 and 16 March, 1960 and then resigned voluntarily.

The claimant appealed to the Umpire and also requested an oral hearing which was held in Toronto on July 6, 1960. The Unemployment Insurance Commission was represented at the hearing by F. G. Power, a solicitor of its legal branch. The claimant was present.

Considerations and Conclusions: In the course of his testimony at the hearing, the claimant gave reasons why, in his opinion, the employer's action in bringing about the loss of his employment on January 8, 1960 was not justified.

While not wishing to minimize the claimant's side of the story, I feel, as did the

majority members of the board of referees, that he did lose his employment on the latter-mentioned date by reason of his own misconduct. However, as it was considered that the claimant's breach of the company's rules did not warrant his dismissal but a suspension only, I am of the opinion that the nature of the irregularities which brought about his loss of employment was such as to show the existence of extenuating circumstances. For that reason, I hereby direct that the period of disqualification be reduced from five weeks to three weeks.

Except for the foregoing modification, I dismiss the claimant's appeal.

New federal standards for state unemployment insurance to raise benefits and to extend the duration of benefit to 39 weeks in all states were recommended recently by the majority of the United States Senate Special Committee on Unemployment Problems. The minority, on the other hand, proposed that federal grants should be made to states for supplementary benefits during periods of high national unemployment.

Measures for dealing with unemployment unanimously recommended by the committee were: increased federal aid to distressed areas and to employees and businesses hurt by foreign competition; raising the base on which unemployment insurance taxes are levied; increased public assistance aid to states; and federal financial aid to strengthen public employment services.

Other measures proposed by the majority were: a nationwide vocational training program financed by federal grants in aid; establishment of a youth conservation corps and special loans for retraining of certain adult workers; and legislation to provide for stand-by public works and emergency loan programs to enable prompt action to be taken at the outset of a recession.

Canadian Railway Board of Adjustment

(Continued from page 938)

The company said it believed the conductor's interpretation of the car limit rule was wrong, "but whether it was right or wrong is not the point at issue. He had no right to take the arbitrary action he did."

The company held that the discipline assessed was warranted because the conductor's action resulted in disruption of the North Vancouver yard work and in delay and expense to the company. Only the fact that this was the conductor's first offence of this kind saved him from dismissal, the company added.

In a general statement the Board said that "inasmuch as the Squamish subdivision now extends from North Vancouver to Lillooet, the operation of a through freight train out of North Vancouver with more than 70 cars was not permitted under the rule cited by the Brotherhood.

In its decision it recommended, in view of the misunderstanding in the application of the car limit rule, that the discipline assessed be changed from 20 demerit marks to a caution.

Case No. 732—Dispute between Pacific Great Eastern Railway (Vancouver) and the Brotherhood of Railroad Trainmen regarding the time within which notification of

the assessment of discipline has to be given to employees disciplined.

On March 6, a conductor and a brakeman were notified that they had been assessed demerit marks, effective January 30, in connection with a derailment allegedly brought about by excessive speed. The union contended that, in accordance with the current collective agreement, discipline must be assessed within 15 days of the date of the investigation.

The company, in its contention, stated that according to "the accepted practice" the notification to the employees had been placed in the company's mail 14 days after the investigation; but the union protested the discipline on the ground that the employees did not actually receive the notification within 15 days.

The company added that after the protest had been made by the union, meetings were held between representatives of the union and the company, and the company had agreed to the union's request that in future notification of discipline would be sent by Royal Mail, the postmark on the letter to constitute the date of notification.

The contention of the employees was not sustained.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during July Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 182 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling repair or demolition. In the same period, a total of 168 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) The wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Agriculture	2	\$ 26,259.50
Defence Production	95	414,389.00
Post Office (June Report)	13	260,292.05
Post Office (July Report)	4	118,440.95
RCMP	7	73,156.90

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during July

During July the sum of \$18,755.10 was collected from 13 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 546 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during July

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any questions which may arise with regard thereto.)

Department of Agriculture

Near Morris Man: Harris Construction Co Ltd, construction of Morris River Stock-watering Dams. *near Elbow Sask:* Acorn Construction Ltd, relocation of Highway No 19 from Elbow to intersection with Highway No 42, South Saskatchewan River Project.

Central Mortgage and Housing Corporation

Charlottetown P E I: Jack Rawek, *exterior painting. *Montreal Que:* The Atlantis Flooring Co Ltd, *recovering kitchen floors & counter tops, Villeray Terrace; Belgo Construction, *masonry work, Villeray Terrace; Industrial Maintenance Ltd, *masonry work, Montreal North. *Rouyn Que:* Michel Rivard Ltee, *carpentry repairs; Delphis Cote Ltd, *repairs to roofs. *Val d'Or Que:* Paquin Construction Co Ltd, *carpentry repairs; Metallic Industries Ltd, *repairs to roofs. *Collingwood Ont:* H M Tonge, *exterior painting. *Fergus Ont:* Trim Painting Co, *exterior painting of housing units, (1/48). *Galt Ont:* Burnley Contracting Co, *exterior painting of housing units (4/49). *Guelph Ont:* Trim Painting Co, *exterior painting of housing units (3/48). *Niagara Falls Ont:* Trim Painting Co, *exterior painting of housing units (8/48). *Petawawa Ont:* Max A Crump Landscaping, site improvement & planting for 200 housing units (DND 13/58); Fontaine Nurseries Ltd, site improvement & planting for standard elementary school (DND 14/58). *Stamford Ont:* Trim Painting Co, *exterior painting of housing units (1/48). *Stratford Ont:* Trim Painting Co, *exterior painting of housing units (3/48). *Calgary Alta:* A E Pollock Landscaping Ltd, site improvement & planting for 200 housing units, (DND 7/58).

Department of Citizenship and Immigration

St Regis Indian Agency Que: Angus L MacDonald Construction Ltd, alterations to Agency Office. *Fort Frances Indian Agency Ont:* Harry Christiansen Construction Co Ltd, erection of one-classroom day school, Wild Potato Lake on Seine River. *Sioux Lookout Indian Agency Ont:* P G Wallin Ltd, installation of new dishwashing unit & repairs to walk-in refrigerator, Sioux Lookout IRS. *Six Nations Indian Agency Ont:* Cromar Construction Ltd, alterations & additions to Mohawk Institute, Brantford. *Portage la Prairie Indian Agency Man:* R E Turner, roof repairs, Brandon IRS. *Touchwood Indian Agency Sask:* Waterman-Waterbury Co Ltd, installation of boiler at Gordon's IRS. *Athabasca Indian Agency Alta:* Dawson & Hall Ltd, repair of fire damage, Fort Chipewyan Indian Day School. *Edmonton Indian Agency Alta:* St Laurent Construction Ltd, construction of Janvier two-classroom Indian Day School, Janvier Reserve. *Fort Vermilion Indian Agency Alta:* High Prairie Plumbing & Heating Ltd, installation of water supply system & water treatment equipment, Assumption IRS, Hay Lakes. *Peigan Indian Agency*

Alta: Engineered Buildings (Calgary) Ltd, construction of two one-classroom schools, Sacred Heart residential school. *West Coast Indian Agency B C*: Port Alberni Home Builders Ltd, kitchen improvements, Alberni IRS. *Williams Lake Indian Agency B C*: Ocean Park Plumbing & Heating, improvements to bathroom facilities, Cariboo IRS. *Yukon Indian Agency Y T*: J T Devlin Co Ltd, general improvements to buildings, Lower Post IRS.

Defence Construction (1951) Limited

Greenwood N S: Dynamic Construction Ltd, construction of single storey APU Bldg & installation of generator set, RCAF Station; Evans Contracting Co Ltd, construction of drainage ditches, ground development, RCAF Station. *Halifax N S*: H W Corkum Construction Co Ltd, alterations to Gladstone bulk storage bldg. *Trenton Ont*: Cribb Construction Co Ltd, conversion of leanto into auxiliary power unit room & installation of generator set, Hangar No 4, RCAF Station. *Uplands Ont*: The Gas Machinery Company (Canada) Ltd, *completion of residual work, supply & installation of air drying plant for Air Supply Plant for National Research Council, NAE. *Portage la Prairie Man*: W & G Ellwood, construction of single storey APU bldg & installation of generator set, RCAF Station. *Winnipeg Man*: Harris Construction Co Ltd, rebuilding of intersite road, RCAF Station. *Cold Lake Alta*: McRae & Associates Construction Ltd, construction of steel prefabricated beacon building & outside services, RCAF Station. *Namao Alta*: Alph's Decorating Ltd, application of fire retardant coating within Hangars 3 & 4, including leantos, RCAF Station. *Chilliwack B C*: Blanchet Bros, exterior painting of 30 bldgs & 109 PMQs, Camp.

Building and Maintenance

Goose Bay Labrador: Arno Electric Reg'd, replacement of underground power cable from power plant to distribution transformer at Spruce Park Married Quarters, RCAF Station. *Chatham N B*: Banfield & Miles, exterior painting of 150 PMQs, RCAF Station. *Longueuil Que*: Pavage Richelieu Ltee, asphalt paving, concrete work, fencing, etc, grounds improvement at Jacques Cartier Barracks. *Clinton Ont*: C A McDowell & Co, replacement of concrete hardstand, RCAF Station. *Kingston Ont*: E S Fox Plumbing & Heating Ltd, alterations to heating system in Hewitt House, RMC. *North Bay Ont*: Donald M Hawkins Ltd, exterior painting of 232 PMQs, RCAF Station. *Uplands Ont*: Richards-Wilcox Canadian Co Ltd, repair to No 5 section of canopy type hangar door on Hangar No 12, RCAF Station; Beaver Asphalt Paving Co Ltd, repair of asphalt apron, Hangars 1 & 2, RCAF Station. *Calgary Alta*: Coxson Decorating Ltd, exterior painting of 219 PMQs, Currie Barracks. *Cold Lake Alta*: Drywall Decorating (Alberta) Co Ltd, exterior painting of 207 PMQs, RCAF Station.

Department of Defence Production

Goose Bay Labrador: Dougal Painting Contractors Co Ltd, cleaning & refinishing the main floor areas at RCAF Station. *Gander Nfld*: Herwood Lumber Co Ltd, supply & installation of fly screens & storm windows on Administration bldg No 86, RCAF Station. *Greenwood N S*: Lester Croft, exterior trim painting of station bldgs, RCAF Station; Valley Plumbing & Heating Ltd, replacing water service line to bldgs Nos 2, 5, 9, 11, 13, 35, 41 & hangars 1, 2 & 3, RCAF Station. *Halifax N S*: T Hogan & Co Ltd, repairs to refractory in boilers 1 & 2 in bldg No 9, Willow Park. *Bathurst N B*: Maritime Waterproofing & Contracting Co Ltd, exterior renovation & waterproofing of Armoury, Old Post Office Bldg. *St. Hubert Que*: Canadian Erectors Ltd, repairs to two Lee heaters at RCAF Station. *Seven Islands Que*: Tri-Bec Inc, installation of fire alarm protection system in Operation Bldg, walkways & towers, RCAF Station, Moisie. *Ottawa Ont*: Alf Grodde Ltd, cleaning & painting interior of Central Heating Plant at Uplands. *Picton Ont*: H J McFarland Construction Co Ltd, repair of roads in PMQ Area, Picton Heights. *Rockcliffe Ont*: National Roofing & Waterproofing Ltd, re-roofing skating rink & west leanto curling rinks, RCAF Station. *Trenton Ont*: Walker Painting & Decorating Co Ltd, layout & painting of markings on three runways, RCAF Station. *Uplands Ont*: Hurdman Paving Ltd, paving of CE-CEPE parking lot & PMQ entrance road, RCAF Station. *Fort Churchill Man*: Canadian Crockstock Co Ltd, extension of electrical power line & installation of transformers. *Portage la Prairie Man*: G H Hay Decorating Co, interior painting of forty PMQs, RCAF Station. *Moose Jaw Sask*: A F Ware, exterior painting of sixty PMQs, RCAF Station. *Saskatoon Sask*: Miller's Sheet Metal & Roofing Contractors, application of roof, Drill Hall, Bldg 20, RCAF Station. *Calgary Alta*: Gallelli & Sons Co Ltd, construction of concrete curb & catch basins, RCAF Station, Lincoln Park. *Edmonton*

Alta: B & E Painting & Decorating Ltd, painting exterior of bldgs, Hamilton Gault Barracks; B & E Painting & Decorating Ltd, exterior painting of bldgs, Griesbach Barracks. *Lancaster Park Alta*: Meccon Installations Ltd, supply & installation of steam line, manhole, etc, RCAF Station, Namao. *Penhold Alta*: Coxson Decorating, interior painting of 30 PMQs, RCAF Station. *Vancouver B C*: Insul-Mastic & Building Products Ltd, exterior cleaning of bldgs & repainting, North Jericho.

Department of Northern Affairs and National Resources

Arctic Red River, Fort Good Hope, Fort Wrigley, Reindeer Station, Lake Claire Sweet Grass Creek, N W T: Maloney-Crawford Tank & Service Co Ltd, supply & installation of POL storage tanks. *Hay River N W T*: Infilco (Canada) Ltd, supply & erection of equipment for water treatment plant.

Department of Public Works

Gull Island Nfld: Hedley Drover, construction of wharf. *St Mary's Nfld*: L G & M H Smith Ltd, wharf repairs. *Launching Pond P E I*: Eastern (P E I) Contractors, retaining wall extension. *Bayfield N S*: Campbell & Grant Construction Co Ltd, breakwater repairs. *Charlos Cove N S*: Colin R MacDonald Ltd, construction of wharf. *Eskasoni N S*: Stephens Construction Ltd, construction of two-classroom school at Eskasoni Indian Agency. *Northport N S*: Colin R MacDonald Ltd, wharf reconstruction & extension. *Whycocomagh N S*: Stephens Construction Ltd, construction of one-classroom addition with toilet accommodation & three-bedroom staff unit, Indian day school. *Dalhousie N B*: Stephen Construction Co Ltd, paving of approach road to public wharf; J W & J Anderson Ltd, roadway repairs. *Richardson N B*: J W McMulkin & Son Ltd, wharf extension. *St. Andrews N B*: MacPherson Builders Ltd, construction of Biological Station workshop. *Stuarttown N B*: J W McMulkin & Son Ltd, wharf extension. *White Head N B*: Clare Construction Co Ltd, construction of wharf. *Deschailons Que*: Plessis Construction Ltd, construction of protection works. *Fort George Que*: Ron Construction Co Ltd, construction of pump house & installation of water distribution system, James Bay Agency, & construction of frame bldgs at Paint Hills. *L'Anse au Beaufils Que*: Bisson Construction Inc, harbour improvements. *Les Eboulements (St Joseph de la Rive) Que*: Esdras Boivin, construction of protection wall. *Les Ecureuils Que*: Allmo Paving Ltd, extension to protection wall (1960). *Montreal Que*: Richard & B A Ryan Ltd, installation of elevator, 1613 Delorimier St. *Rouyn Que*: Les Entreprises Rouyn Ltd, addition & alterations, federal bldg. *Ste Anne de Beaupre Que*: Aime Fortin, repairs to wharf. *Goderich Ont*: George L Dillion Construction Ltd, installation of wales & guardrail. *Ottawa Ont*: Gendron Plumbing & Heating Co Ltd, supply & installation of two water pressure systems for X-Ray equipment, 555 Booth St; Otis Elevator Co Ltd, supply & installation of elevator, Rideau Hall; Roy Soderling & Co Ltd, renovations & air conditioning, photographic rooms, Public Archives Bldg, Sussex Drive; Federal Air-Conditioning & Refrigeration Ltd, supply & installation of air conditioning system, "B" Bldg, Cartier Square. *Port Arthur Indian Agency Ont*: O & H Construction Ltd construction of staff unit, Pic Indian day school, Heron. *Six Nations Indian Agency Ont*: Kovacs Construction Co Ltd, construction of two-classroom school, Six Nations No 7. *Toronto Ont*: Kovacs Construction Co Ltd, alterations to Dominion public bldg, 1 Front Street West. *Wallaceburg Ont*: Ontario Marine & Dredging Ltd, harbour improvements (wharf, transit shed & turning basin). *Whitby Ont*: Tracey Construction Inc, harbour improvements. *Selkirk Man*: J S Quinn Construction Co Ltd, wharf extension (Selkirk Shipyard). *The Pas Man*: Matheson Bros Ltd, alterations & additions to federal bldg. *Carway Alta*: Southern Alberta Construction Ltd, alterations to canopies, Canadian Customs & Immigration Bldg. *Goodfish Lake Alta*: Robert Holzer, construction of four-bedroom staff unit & school alterations, Saddle Lake Indian Agency. *Edmonton Alta*: *Erickson & Rimmer & Sons Construction Ltd, construction & delivery of steel ferry for Fort Providence, MacKenzie River; Alberta Mechanical Contractors Ltd, ventilation alterations to existing RCMP Rifle Range. *Lakalsap B C*: Stange Construction Co Ltd, addition of classroom & toilets, Indian day school. *Renata B C*: Pacific Piledriving Co Ltd, wharf reconstruction. *Shoal Harbour B C*: Wakeman & Trimble Contractors Ltd, construction of breakwater. *Skookumchuck B C*: Slade Contractors Co Ltd, construction of one-classroom school & three-bedroom staff unit. *Stuart Island B C*: Pacific Piledriving Co Ltd, construction of wharf & float. *Yoho National Park B C*: W & G Grant Construction (Pacific) Ltd, diversion of CPR mainline in vicinity of Wapta Lake, CPR mileage 125.4 to 126.0. *Hay River N W T*: Rain Bros Construction Ltd, & Park

Bros Ltd, grading, culverts & screened gravel surfacing, Hay River to Enterprise Development Road. *Fort McPherson N W T*: Alta Bend Ltd, construction of water supply & sewage disposal system with mains & services. *Inuvik N W T*: Poole Construction Co Ltd, construction of floating wharf. *MacKenzie River Ferry Crossing N W T*: McNamara Construction Western Ltd, construction of approach roads & causeway. *Carcross Y T*: St Laurent Construction Ltd, construction of warehouse, garage & roothouse, IRS.

Contracts Containing The General Fair Wages Clause

Halifax N S: Fred Rhodenizer, installation of stokers, federal bldg. *Cape Tormentine N B*: Harbour Development Ltd, dredging. *Saint John (Courtenay Bay) N B*: Harbour Development Ltd, dredging. *Quebec Que*: A Gingras, alterations to 910 St Honore St. *Rouyn Que*: Les Entreprises de Rouyn Ltd, supply & installation of partitions, McQuaig St. *Arnprior Ont*: Diblee Construction Co Ltd, ground improvements, Civil Defence College. *Huntsville Ont*: Sydney Earl, alterations to federal bldg. *Ottawa Ont*: Allied Insulation, insulation of pipes, Central Heating Plant, Cliff St; R A Bingham & Son, installation of partitions, "A" Bldg, Cartier Square; A Lanctot Construction Co Ltd, repairs to entrances, "B" & "C" Bldgs, Cartier Square; Ottawa Boiler & Steel Works, retubing boiler, Jackson Bldg; Roger E Boivin, redecorating washrooms, No 2 Temporary Bldg; McFarlane & Leblanc, electrical repairs, No 2 Temporary Bldg; Bun Wiseman, general repairs, 45 Spencer St; Presley Painting & Decorating Co Ltd, redecoration, Supreme Court Bldg; Roy Soderlind Co, general repairs, Geological Survey Bldg; Rene Cleroux, plumbing repairs, 555 Booth St; F J Shouldice Construction Co Ltd, general repairs, 552 Booth St; A Lanctot Construction Co Ltd, general alterations, Post Office, Sparks & Elgin Sts; J M McQueen, exterior repairs, Rideau Hall; Campbell Steel & Iron Works, boiler room repairs, Cartier Square; The B Phillips Co, general repairs, 30 Lydia St; Thos P Crawford, installation of air conditioning unit, Laboratory, 30 Caldwell Ave; Welldun Plumbing & Heating, plumbing repairs, Centre Block, Parliament Bldgs. *Brandon Man*: Merchandising Industries Co, installation of mail conveyor, federal bldg. *Souris Man*: Dodd Plumbing & Heating Ltd, supply & installation of boiler, Post Office Bldg. *Winnipeg Man*: Building Mechanics Ltd, general alterations, federal bldg. *Regina Sask*: Yarnton Decorating Co Ltd, exterior painting, Motherwell Bldg. *Lethbridge Alta*: General Construction Co, paving, federal bldg. *Browning Passage B C*: MacKenzie Dredging & Derrick Co Ltd, dredging, Pender Island Canal.

St. Lawrence Seaway Authority

St Catharines Ont: MacPherson Construction, road repairs, Lock 1 to Lock 3, Welland Canal.

Department of Transport

Moncton N B: Horton Steel Works Ltd, erection of elevated water storage tank, including concrete foundation, etc. *Cartierville Que*: South Shore Construction Inc, repairs to runway 15-33, Airport. *Orillia Ont*: Allan G Cook, *construction of two steel scows. *Sault Ste Marie Ont*: Curran & Briggs Ltd, additional development, Airport. *Uplands Ont*: Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of underground power distribution, Ottawa Airport. *Regina Sask*: Beattie Ramsay Construction Co Ltd, construction of ramps, sidewalks & access roads to serve new Air Terminal Bldg. *Edmonton Alta*: Arthur A Voice Construction Co Ltd, installation of water supply mains & sewage disposal lines, International Airport; Combustion Engineering-Superheater Ltd, supply & installation of high temperature water generators, International Airport. *Lucy Island B C*: Stange Construction Co Ltd, construction of single dwelling (Prince Rupert Agency). *Vancouver B C*: Allied Builders Ltd, *construction of shallow draft buoy vessel for service on MacKenzie River. *Frobisher Bay N W T*: Bedard-Girard Ltd, installation of approach lighting. *Resolute Bay N W T*: The Tower Company Ltd, prefabrication, transportation & erection of storage bldg at bldg site & installation of ground antenna system at transmitter site.

PRICES AND THE COST OF LIVING

Consumer Price Index, August 1960

Canada's consumer price index (1949=100) advanced 0.3 per cent, from 127.5 to 127.9, between July and August. A year ago the index stood at 126.4.*

The increase resulted largely from a 1.0-per-cent increase in the food index from 120.5 to 121.7, which approximated the usual July-August seasonal increase. The shelter, household operation, and other commodities and services indexes all edged up a fractional 0.1 per cent. The clothing index was down 0.5 per cent.

In foods, higher prices were reported for eggs, beef, pork, bananas and oranges, with most domestic fruits and vegetables showing substantial seasonal declines.

The shelter index moved from 143.9 to 144.0, with rents unchanged but the home-ownership component, reflecting 1960 property tax changes, moving to higher levels.

The household operation index edged up to 123.1 from 123.0 on the strength of price increases for coal, linoleum, textiles and household supplies. Fuel oil prices were lower and August furniture sales were in evidence on a number of furniture items.

The other commodities and services index increased from 137.6 to 137.7 as higher prices were reported for gasoline, taxi fares, some rail fares, newspapers and personal care items. The drug index was lower as substantial price decreases occurred on penicillin prescriptions.

The clothing index declined from 110.8 to 110.3, as mid-summer sale prices for women's and children's wear and some footwear offset scattered price increases for cotton dress prints, boys' trousers and men's pyjamas.

Group indexes one year earlier (August 1959) were: food 120.5, shelter 141.9, clothing 109.7, household operation 122.6, and other commodities and services 135.3.

City Consumer Price Indexes, July 1960

Consumer price indexes (1949=100) showed mixed results between June and July: five of the ten regional city indexes were lower, four were higher and one unchanged.† Decreases ranged from -0.5 per cent in both Halifax and Montreal to -0.1 per cent in Toronto; increases ranged

narrowly from +0.2 per cent in Saskatoon-Regina to +0.3 per cent in St. John's, Winnipeg and Edmonton-Calgary. The Saint John index was unchanged.

Food indexes were lower in six cities and higher in the other four regional cities. Shelter indexes rose in six cities, declined in three cities and remained unchanged in the remaining regional city. Clothing indexes were quite steady; they remained unchanged at June levels in five cities, declined in three cities and increased in the other two cities. Household operation indexes showed mixed results, with indexes down in three cities, up in four cities and unchanged in the other three. Other commodities and services indexes increased in three regional cities, decreased in six cities and remained unchanged in the other regional city.

Regional consumer price index point changes between June and July were as follows: Halifax -0.6 to 126.4; Montreal -0.6 to 127.2; Ottawa -0.4 to 128.2; Vancouver -0.2 to 127.5; Toronto -0.1 to 130.1; Winnipeg +0.4 to 125.4; Edmonton-Calgary +0.4 to 123.6; St. John's +0.3 to 116.5*; Saskatoon-Regina +0.3 to 124.0. Saint John remained unchanged at 128.6.

Wholesale Price Index, July 1960

Canada's general wholesale price index (1935-39=100) edged up 0.1 per cent between June and July this year, from 231.9 to 232.2, and was 0.5 per cent above last year's July index of 231.1.

The increase was not evenly distributed among the component groups; all but two of the eight major group indexes declined.

Higher prices for eggs, oils and fats, fresh and cured meats, furs, and livestock pushed the animal products group index up 1.8 per cent from 246.0 to 250.5, which was sufficient to account for the slight rise in the total index. The index for the chemical products group was unchanged at 188.2.

The index for the vegetable products group was down 0.2 per cent from 205.2 to 204.7. There was a drop of 0.4 per cent in the wood products group index from 307.5 to 306.3. Decreases of 0.1 per cent occurred in the textile products, iron products, and non-metallic minerals group indexes.

*See Table F-1 at back of book.

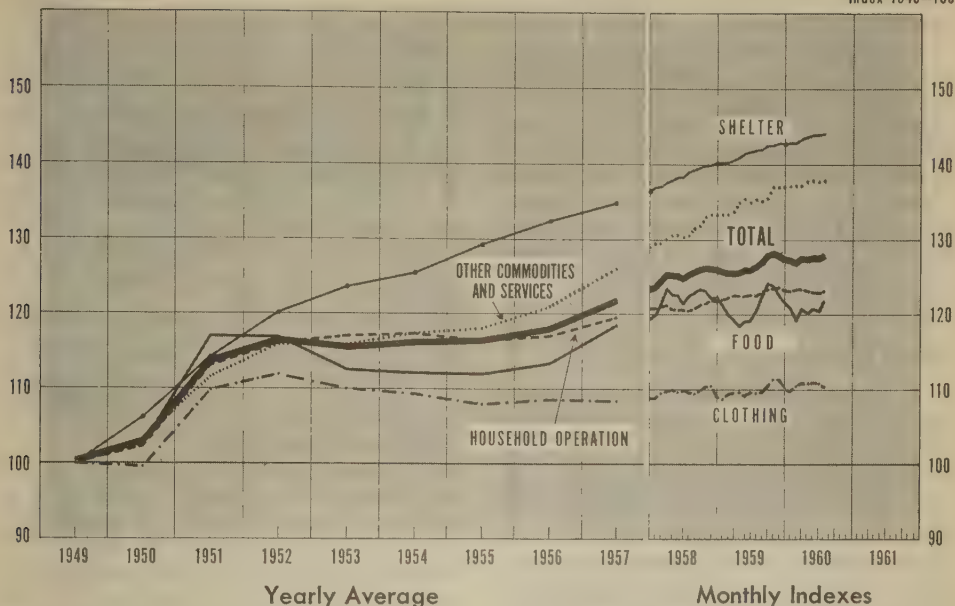
†See Table F-2 at back of book.

*On base June 1951=100.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



U.S. Consumer Price Index, July 1960

Recording the smallest July increase in six years, the United States consumer price index (1947-49=100) rose 0.1 per cent between mid-June and mid-July to a new record high, 126.6. It was 126.5 at mid-June and 124.9 in July 1959.

This was the fifth consecutive month in which a new high was reached, and the increase during the month was the 13th in 16 months.

Principal causes of the latest increase were higher prices for food (although the increase here was smaller than usual at this time of year), gasoline and services.

U.K. Index of Retail Prices, June 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100), after holding steady for two months, rose from 110.3 to 110.9 between mid-May and mid-June. This index is now 1.6 points higher than in June last year.

Canadian Co-operatives Report 8-Per-Cent Increase in Business

The volume of business done by Canadian marketing, purchasing, fishermen's and service co-operatives in the year ended July 31, 1959 was 8 per cent greater than in the previous year, it is reported in the 28th annual edition of *Co-operation in Canada*, a publication of the Economics Division, Department of Agriculture.

The 1959 total was \$1,363,752,000, compared with \$1,245,423,000 in 1958.

The number of co-operative associations in Canada increased to 2,905 during 1959 from 2,883 the year before, but the number of shareholders or members dropped from 1,580,089 to 1,564,514.

The marketing and purchasing co-operatives accounted for by far the largest volume of business—a total of \$1,296,273,000 in 1959, compared with \$22,744,000 in service, and \$25,161,000 in fishermen's co-operatives.

Although fewer marketing and purchasing co-operatives reported in 1959, there was an increase of \$55 million in assets over 1958. Assets in 1958 totalled \$505,023,000; in 1959 the total was \$560,148,000.

Liabilities to the public increased from \$283,176,000 in 1958 to \$314,686,000 in 1959. Liabilities to members also increased from \$77,175,000 in 1958 to \$79,528,000 in 1959.

Net worth of the reporting marketing and purchasing co-operatives increased from \$144,672,000 to \$165,933,000, and members' equity from \$221,847,000 to \$245,461,000.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numberal) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 143

Annual Reports

1. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Forty-second Annual Report for the Year ended December 31, 1959*. Edmonton, 1960. Pp. 37.

2. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Forty-third Annual Report, Year ended December 31, 1959*. [Victoria?] Queen's Printer, 1960. Pp. 48.

3. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1959*. Toronto, Queen's Printer, 1960. Pp. 103.

4. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Thirtieth Annual Report for the Calendar Year 1959*. Regina, Queen's Printer, 1960. Pp. 24.

Business

5. AMERICAN MANAGEMENT ASSOCIATION. *The Changing Dimensions of Office Management; Technical and Managerial Trends in Administrative Operations*. New York, c1960. Pp. 159.

Describes "some of the changes that have taken place in data processing, in systems planning, in office services, in the design and maintenance of office facilities, and in many other areas of administrative responsibility."

6. ANTHONY, EDWARD L., Ed. *Equity Capital and Small Business*. Washington, GPO, 1960. Pp. 78.

A collection of eight articles on different aspects of equity capital. Partial Contents: Equity Capital and Small Business. Steps in incorporating a Business. Equity Financing for the Small Firm. Some Current Sources of Financial Assistance. Equity Financing for Smaller Business. Equity Capital for Small Business Corporations.

7. SANZO, RICHARD. *Ratio Analysis for Small Business*. [2d ed.] Washington, GPO, 1960. Pp. 55.

Describes the different types of business ratios, how they are obtained and how they can be interpreted.

Collective Bargaining

8. INTERNATIONAL LABOUR OFFICE. *Collective Bargaining; a Workers' Education Manual*. Geneva, 1960. Pp. 158.

Deals with "...the definition and origins of collective bargaining, the conditions essential for its success, how it works, the subject matter of collective bargaining and agreements, the practical application of agreements, procedures for the settlement of disputes, unfair labour practices, various consequences of breakdowns in collective bargaining and, finally, conciliation, arbitration, and the attitude of the State towards collective bargaining."

9. UNITED STEELWORKERS OF AMERICA. *Collective Bargaining or Monopoly*. Pittsburgh [1960?] Pp. 90.

Presents arguments in favour of collective bargaining. Expresses the fear that certain sections of the new Labor-Management Reporting and Disclosure Act of 1959, as well as future labour legislation, may interfere with collective bargaining by unions.

Congresses and Conventions

10. SOUTH AFRICAN TRADE UNION COUNCIL. *Report of Proceedings, Fifth Annual Conference held at Durban, April/May, 1959*. Johannesburg [1959?] Pp. 137.

11. INSTITUTE OF PUBLIC ADMINISTRATION OF CANADA. *Proceedings of the Eleventh Annual Conference, Toronto, Ontario, October 21-24, 1959*. Toronto, Distributed for the Institute... by the University of Toronto Press [1960?] Pp. 214.

Some of the topics discussed were the operation of the St. Lawrence Seaway; the Heeney report on the Civil Service; pension plans in public and private employment; provincial-municipal relations; and, energy resources and the national interest.

12. INTERNATIONAL ASSOCIATION OF PERSONNEL IN EMPLOYMENT SECURITY. ONTARIO CHAPTER. *Proceedings of the Fifteenth Annual Conference of the Ontario Chapter, Honey Harbour Ontario, September 18th, 19th, 20th, 1959*. [Toronto, 1960?] Pp. 21.

Economic Policy

The following are Materials prepared in connection with the study of employment, growth and price levels for consideration by the Joint Economic Committee, Congress of the United States, and published in Washington by the Government Printing Office in 1959 and 1960.

13. BERNSTEIN, EDWARD MORRIS. *International Effects of U.S. Economic Policy*. Pp. 93.

Study paper No. 16. At head of title: 86th Cong., 2d sess. Joint Committee print.

14. ECKSTEIN, OTTO. *Steel and the Postwar Inflation*, by Otto Eckstein and Gary Fromm. *An Analysis of the Inflation in Machinery Prices*, by Thomas A. Wilson. Pp. 81.

Study papers nos. 2 and 3. At head of title: 86th Cong., 1st sess. Joint Committee print.

15. GURLEY, JOHN GREY. *Liquidity and Financial Institutions in the Postwar Period*, by John G. Gurley. *Profits, Profit Markups*,

and Productivity: an Examination of Corporate Behavior since 1947, by Edwin Kuh. Pp. 111.

Study papers nos. 14 and 15. At head of title: 86th Cong., 1st sess. Joint Committee print.

16. HARRIS, SEYMOUR EDWIN. *The Incidence of Inflation: or Who gets Hurt?* By Seymour Harris. *Protection against Inflation*, by H. S. Houthakker. *The Share of Wages and Salaries in Manufacturing Incomes, 1947-56*, by Alfred H. Conrad. Pp. 153.

Study papers nos. 7 8, and 9. At head of title: 86th Cong., 1st sess. Joint Committee print.

17. HIRSCH, WERNER ZVI. *Analysis of the Rising Costs of Public Education*, by Werner Z. Hirsch. *Trends in the Supply and Demand of Medical Care*, by Markley Roberts. Pp. 85.

Study papers nos. 4 and 5. At head of title: 86th Cong., 1st. sess. Joint Committee print.

18. KNOWLES, JAMES WILEY. *The Potential Economic Growth in the United States*, by James W. Knowles, with the assistance of Charles B. Warden, Jr. Pp. 56.

Study paper No. 20. At head of title: 86th Cong., 2d sess. Joint Committee print.

19. KREPPS, THEODORE JOHN. *An Evaluation of Antitrust Policy: its Relation to Economic Growth, Full Employment, and Prices*. Pp. 49.

Study paper no. 22. At head of title: 86th Cong., 2d sess. Joint Committee print.

20. REDFORD, EMMETTE SHELBURN. *Potential Public Policies to deal with Inflation caused by Market Power*, by Emmette Redford. *A Brief Interpretive Survey of Wage-Price Problems in Europe*, by Mark W. Leiserson. Pp. 86.

Study papers nos. 10 and 11. At head of title: 86th Cong., 1st sess. Joint Committee print.

21. ROWEN, HENRY. *National Security and the American Economy in the 1960's*. Pp. 79.

Study paper No. 18. At head of title: 86th Cong., 2d sess. Joint Committee print.

22. SCHULTZE, CHARLES L. *Prices and Costs in Manufacturing Industries*, by Charles L. Schultze and Joseph L. Tryon. Pp. 58.

Study paper no. 17. At head of title: 86th Cong., 2d sess. Joint Committee print.

23. SCHULTZE, CHARLES L. *Recent Inflation in the United States*. Pp. 137.

Study paper no. 1. At head of title: 86th Cong., 2d sess. Joint Committee print.

24. SMITH, WARREN LOUNSBURY. *Debt Management in the United States*. Pp. 154.

Study paper no. 19. At head of title: 86th Cong., 2d sess. Joint Committee print.

25. U.S. BUREAU OF LABOR STATISTICS. *The Extent and Nature of Frictional Unemployment*. Pp. 69.

Study paper no. 6. At head of title: 86th Cong., 2d sess. Joint Committee print.

26. U.S. BUREAU OF LABOR STATISTICS. *The Structure of Unemployment in Areas of Substantial Labor Surplus*. Pp. 34.

Study paper no. 23. At head of title: 86th Cong., 2d sess. Joint Committee print.

Efficiency, Industrial

27. EUROPEAN PRODUCTIVITY AGENCY. *Fitting the Job to the Worker. International Conference of Zurich, 2nd-6th March 1959. General Report by Prof. Bernard Metz.* Project no. 6/07E. [Paris, 1960] Pp. 115.

The participants at the conference discussed the following: the respective roles of physiology and experimental psychology; heavy muscular work; work place design; presentation and use of sensory information provided by the work process; design of controls; lighting and noise; heat and the working environment; and, working hours and rest periods.

28. INTERNATIONAL LABOUR OFFICE. *Job Evaluation*. Geneva, 1960. Pp. 146.

Provides a brief description of the aims and methods of job evaluation, some examples and information based on actual experience with job evaluation schemes, and some comments on the use of job evaluation as an aid in wage determination.

Labour Organization

29. BRIEFS, GOETZ ANTONY. *Unionism reappraised from Classical Unionism to Union Establishment*. Washington, American Enterprise Association, 1960. Pp. 67.

The author states in the Preface, "In the following pages we shall try to trace the course of trade union development, to seek an explanation of the change in the union's nature and *modus operandi*, and to bring out some of the implications which big unionism in its 'established' status has for modern society."

30. EVANS, ERIC WYN. *Mabon (William Abraham 1842-1922). A Study in Trade Union Leadership*. Cardiff, University of Wales Press, 1959. Pp. 115.

William Abraham was active on behalf of Welsh miners in the British trade union movement for over forty years. He worked for the Eight Hour Day and for the Workmen's Compensation Act. He was a Member of Parliament and later a member of the British Privy Council.

Labouring Classes

31. CANADA. DEPARTMENT OF LABOUR. *Six Broadcasts on the Rehabilitation of the Disabled*. Ottawa, Queen's Printer, 1960. Pp. 40.

These broadcasts were given in the "Canada at Work" broadcast series. Contents: Physical Medicine and Rehabilitation, by A. T. Jousse. The Role of Psychiatry in Rehabilitation, by G. C. Sisler. Vocational Guidance in Rehabilitation, by E. K. Ford. Physiotherapy and Rehabilitation, by G. Gower-Rees. Occupational Therapy in Rehabilitation, by M. R. Hood. The Role of the Medical Social Worker in Rehabilitation, by F. Johanneson.

32. CANADA. DEPARTMENT OF LABOUR. *Speaking out... about the Older Worker Problem*. Ottawa, Queen's Printer, 1960. Pp. 26.

These are talks given in the "Canada at Work" broadcast series in the Fall of 1959. Contents: A Summary of the Older Worker Problem, by Michael Starr. An Industrialist's Views on the Older Worker Problem, by W. H. Cruickshank. Hold that Pension! By Cecil G. White. Labour's Views on the Older Worker Problem, By John W. Bruce. Experience Available, by Ian Campbell.

33. HARTLE, DOUGLAS G. *Unemployment: Cause? Treatment? Cure?* Toronto, Ontario Woodsworth Memorial Foundation, 1960. Pp. [24]

34. INDIAN NATIONAL TRADE UNION CONGRESS. *Labour Policy in Third Five Year Plan; Memorandum.* New Delhi, 1960. Pp. 56.

35. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General.* First item on the agenda. Geneva, 1960. 2 Volumes.

At head of title: Report 1. (Part 1-2). International Labour Conference. Forty-fourth session, Geneva, 1960. Contents: Pt. 1. Youth and Work. Pt. 2. Fourteenth Report of the International Labour Organization to the United Nations.

36. U.S. BUREAU OF LABOR STATISTICS. *Health and Insurance Plans under Collective Bargaining; Hospital Benefits, Early 1959.* Washington, GPO, 1960. Pp. 37.

A study of the hospital benefit features of health and insurance plans under collective bargaining based on a analysis of 300 selected plans.

Wages and Hours

37. STIEBER, JACK W. *The Steel Industry Wage Structure: a Study of the Joint Union-Management Job Evaluation Program in the Basic Steel Industry.* Cambridge, Harvard University Press, 1959. Pp. 380.

The wage structure system in the basic steel industry in the U.S. is based on job descriptions and classifications negotiated jointly by the steel companies and the United Steelworkers of America. This book discusses these negotiations and the development and administration of the job evaluation program.

38. U.S. DEPARTMENT OF LABOR. *Problems involved in applying a Federal Minimum Wage to Agricultural Workers,* by Harry S. Kantor with the assistance of Cora S. Cronmeyer and Francis L. Hauser. Washington, 1960. 2 Volumes.

"Much of the present study represents an effort to identify the practical difficulties in the application of a minimum wage to agriculture and to develop solutions, or approaches to solutions."

Miscellaneous

39. CANADA. ROYAL COMMISSION ON ENERGY. *Report.* 1st-2nd. Oct. 1958-July 1959. Ottawa, Queen's Printer, 1959-1960. 2 Volumes.

Henry Borden, chairman. Contents of 1st Report: Export of Natural Gas and Crude Oil. Regulation of Pipe Line Companies. National Energy Board. Trans-Canada Pipe Lines Limited. Contents of 2nd Report: Crude Oil Reserves. Production and Marketing of Canadian Oil. Export of Canadian Oil. Future

Markets for Canadian Oil. The Montreal Market. Conclusions and Recommendations.

40. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Choosing your Career.* London, HMSO, 1960. Pp. 32.

Booklet prepared for young people leaving school. Suggests different types of jobs and the training necessary for them. The material in this booklet has particular reference to British students.

41. GREAT BRITAIN. FACTORY DEPARTMENT. *Report on Safety and Health in the Building and Civil Engineering Industries, 1954-1958.* London, HMSO, 1960. Pp. 30.

42. GROUP OF FOUR ON ECONOMIC ORGANIZATION. *A Remodelled Economic Organization. [A Report by the Group of Four established by the Resolution of 14th January 1960 of the Twenty Governments and the Commission of the European Economic Community]* Paris, Organization for European Economic Co-operation, 1960. Pp. 78.

The Group of Four consisted of W. Randolph Burgess, Bernard Clappier, Sir Paul Gore-Booth and Xenophon Zolotas. The Group of Four on Economic Organization met to consider the reorganization of the Organization for European Economic Co-operation to allow for inclusion of the present eighteen members plus the Associate Members, Canada and the U.S.A. This report briefly reviews the work of the OEEC and suggests what the Group of Four thinks are the principal aims and tasks for a future Organization "in the light of experience and changes in the economic scene." The Group of Four includes proposals for membership, name and structure and the necessary juridical and transitional arrangements, and a suggested draft Convention. The proposed name for the new Organization is the Organization for Economic Cooperation and Development.

43. INCE, (SIR) GODFREY HERBERT. *The Ministry of Labour and National Service.* London, Allen & Unwin, 1960. Pp. 215.

The author was Permanent Secretary to the Ministry of Labour and National Service from 1944 to 1956. He describes the function of the Ministry and some of the problems with which it has had to deal with and outlines its principal duties.

44. MONTREAL UNIVERSITY. DEPARTMENT OF INDUSTRIAL RELATIONS. *Les relations industrielles: signification et recherche,* par Jean-Real Cardin. Montreal, 1960. Pp. 22.

A general discussion of industrial relations research.

45. PUBLIC PERSONNEL ASSOCIATION. OTTAWA CHAPTER. *Conference for Personnel Officers, March, 1960. Text of Major Speeches.* Ottawa, 1960. Pp. 44.

Contents: The Role of the Civil Service Commission, by G. A. Blackburn. The Role of the Department of Finance in Personnel Administration, by H. R. Balls, D. E. Anderson, J. E. E. MacLaren [and] J. B. Moore. The Role of the Treasury Board in Personnel Administration, by C. J. MacKenzie. The Role of the Departmental Officer in the Future, by L. J. Rodger. What Top Management expects of the Personnel Officer, by Dr. G. F. Davidson.

LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force.....	961
Table B-1—Labour Income.....	962
Tables C-1 to C-6—Employment, Hours and Earnings.....	963
Tables D-1 to D-6—Employment Service Statistics.....	968
Tables E-1 to E-4—Unemployment Insurance.....	978
Tables F-1 and F-2—Prices.....	980
Tables G-1 to G-4—Strikes and Lockouts.....	981

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JUNE 18, 1960

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,454	126	448	1,816	2,376	1,114	574
Agricultural.....	690	*	52	130	176	298	32
Non-Agricultural.....	5,764	124	396	1,686	2,200	816	542
Males.....	4,801	106	346	1,361	1,717	836	435
Agricultural.....	631	*	50	122	157	272	28
Non-Agricultural.....	4,170	104	296	1,239	1,560	564	407
Females.....	1,653	20	102	455	659	278	139
Agricultural.....	59	*	*	*	19	26	*
Non-Agricultural.....	1,594	20	100	447	640	252	135
All Ages.....	6,454	126	448	1,816	2,376	1,114	574
14—19 years.....	617	13	48	217	193	104	42
20—24 years.....	829	24	61	271	269	140	64
25—44 years.....	2,954	58	182	822	1,120	497	275
45—64 years.....	1,821	29	137	455	701	325	174
65 years and over.....	233	*	20	51	93	48	19
<i>Persons with Jobs</i>							
All status groups.....	6,154	111	428	1,715	2,283	1,085	532
Males.....	4,553	91	327	1,278	1,643	812	402
Females.....	1,601	20	101	437	640	273	130
Agricultural.....	682	*	51	128	174	266	31
Non-Agricultural.....	5,472	109	377	1,587	2,109	789	501
Paid Workers.....	5,010	89	341	1,438	1,954	736	452
Males.....	3,570	71	251	1,046	1,367	501	334
Females.....	1,440	18	90	392	587	235	118
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	300	15 ⁽¹⁾	20	101	93	29	42
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,326	149	462	1,519	1,769	903	524
Males.....	1,070	39	101	285	330	191	124
Females.....	4,256	110	361	1,234	1,439	712	400

* Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

Source: DBS Labour Force Survey

	Week Ended Jan 18, 1960		Week Ended May 21, 1960		Week Ended June 20, 1959	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	328	312	431	416	261	247
Without Jobs.....	300	287	399	385	234	222
Under 1 month.....	85	—	75	—	61	—
1—3 months.....	91	—	119	—	73	—
4—6 months.....	62	—	135	—	45	—
7—12 months.....	44	—	50	—	37	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	11	—	13	—	11	—
Worked.....	28	25	32	31	27	25
1—14 hours.....	*	*	10	10	*	*
15—34 hours.....	20	18	22	21	20	18

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

Note: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

Source: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ²
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- mentary Labour Income	
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1959—Total....	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1959—May.....	45.2	420.7	147.0	68.5	367.8	75.3	626.0	1,218.4	191.7	1,482.3
June.....	46.5	429.2	150.7	.....	.....	.....	.....	.....	.....	1,527.4
July.....	47.2	419.0	152.9	.....	.....	.....	.....	.....	.....	1,505.5
Aug.....	46.4	422.7	152.6	62.4	431.6	78.3	637.4	1,211.3	195.1	1,515.4
Sept.....	47.0	433.0	151.8	.....	.....	.....	.....	.....	.....	1,549.6
Oct.....	47.0	434.0	150.7	.....	.....	.....	.....	.....	.....	1,545.2
Nov.....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec.....	46.1	419.9	142.5	.....	.....	.....	.....	.....	.....	1,482.1
1960—Jan.....	46.0	418.8	140.3	.....	.....	.....	.....	.....	.....	1,458.7
Feb.....	46.7	418.8	141.3	73.4	296.5	74.7	634.7	1,243.3	204.4	1,461.1
March.....	46.7	421.2	138.7	.....	.....	.....	.....	.....	.....	1,462.6
April.....	44.7	422.9	145.0	.....	.....	.....	.....	.....	.....	1,486.9
May*.....	45.2	429.7	147.9	71.7†	356.1†	77.7†	656.5†	1,297.1†	209.8†	1,532.6
June.....	46.8	434.8	150.7	.....	.....	.....	.....	.....	.....	1,576.8

¹Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

²Includes post office wages and salaries.

³Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at June, 1960 employers in the principal non-agricultural industries reported a total employment of 2,866,502. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) ¹			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	
				\$				\$
Averages								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1959								
June.....	123.5	212.8	171.6	73.71	114.2	199.2	172.8	75.96
July.....	123.1	212.4	171.7	73.76	112.2	194.6	171.8	75.56
August.....	124.2	213.3	170.9	73.42	113.5	196.1	171.2	75.27
September.....	125.6	218.3	173.0	74.30	115.3	202.4	173.8	76.43
October.....	124.4	217.3	173.8	74.66	113.9	201.8	175.3	77.06
November.....	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December.....	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
1960								
January.....	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February.....	114.6	202.0	175.4	75.35	108.9	194.4	176.7	77.68
March.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.48
May*.....	118.9	209.8	175.4	75.36	110.6	198.1	176.9	77.80
June†.....	122.8	217.7	176.1	75.67	112.1	201.8	177.8	78.16

¹Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1960	Apr. 1960	May 1959	May 1960	Apr. 1960	May 1959
Provinces				\$	\$	\$
Newfoundland.....	121.5	106.5	117.5	66.40	67.89	63.58
Prince Edward Island.....	131.4	114.9	127.4	55.88	56.93	55.59
Nova Scotia.....	97.3	87.4	96.0	62.26	62.71	60.55
New Brunswick.....	97.7	90.0	98.0	61.37	63.20	59.73
Quebec.....	117.8	113.6	117.6	72.41	73.33	70.69
Ontario.....	119.8	117.6	121.4	78.42	78.68	76.73
Manitoba.....	111.4	106.7	111.8	71.23	71.09	70.60
Saskatchewan.....	128.5	120.0	133.2	71.34	71.41	69.77
Alberta (including Northwest Territories).....	163.9	145.7	154.7	76.58	76.86	75.94
British Columbia (including Yukon).....	116.1	113.9	117.9	82.78	83.36	81.29
Canada.....	118.8	114.8	119.6	75.38	75.98	73.82
Urban Areas						
St. John's.....	132.0	121.0	131.1	54.29	55.90	53.75
Sydney.....	85.6	72.0	89.2	76.37	76.25	73.54
Halifax.....	115.3	114.0	116.2	61.59	61.62	60.11
Moncton.....	97.8	93.9	98.5	60.11	59.60	57.41
Saint John.....	100.8	100.4	95.4	60.22	60.90	57.01
Chicoutimi—Jonquiere.....	118.8	116.0	110.0	86.33	89.38	87.93
Quebec.....	112.7	109.4	110.9	63.21	63.81	61.99
Sherbrooke.....	100.5	97.4	100.5	60.85	63.75	59.70
Shawinigan.....	104.6	101.5	97.4	81.97	83.83	80.80
Three Rivers.....	116.1	110.9	117.9	68.06	68.68	67.81
Drummondville.....	74.8	74.0	75.3	59.99	61.41	60.51
Montreal.....	123.6	122.3	123.9	74.49	74.74	72.33
Ottawa—Hull.....	124.9	121.1	125.2	69.64	69.66	68.12
Kingston.....	111.9	108.7	111.6	75.12	73.48	69.09
Peterborough.....	98.2	97.4	102.1	83.65	84.06	82.34
Oshawa.....	186.8	185.3	182.5	91.03	92.36	86.87
Toronto.....	129.9	128.9	131.0	78.81	78.82	77.19
Hamilton.....	114.5	112.6	112.7	83.12	84.44	81.96
St. Catharines.....	110.4	109.4	113.2	83.85	85.72	84.32
Niagara Falls.....	100.5	95.8	102.7	77.33	79.17	75.33
Brantford.....	83.1	83.5	91.2	71.87	72.11	70.55
Guelph.....	121.3	122.4	128.2	69.47	70.34	68.32
Galt.....	115.8	113.9	111.2	67.16	67.15	66.31
Kitchener.....	121.0	120.0	119.5	71.90	71.60	69.98
Sudbury.....	144.7	143.1	138.8	88.44	89.76	86.53
Timmins.....	94.1	91.8	93.3	68.89	68.21	65.24
London.....	124.4	122.2	125.6	71.87	71.23	69.94
Sarnia.....	126.3	125.9	107.4	95.95	101.79	95.63
Windsor.....	79.0	77.9	82.1	87.46	86.74	84.89
Sault Ste. Marie.....	143.2	147.3	144.0	93.16	94.32	92.28
Ft. William—Pt. Arthur.....	109.2	103.3	117.1	77.57	76.18	75.76
Winnipeg.....	111.8	108.5	110.5	68.25	68.09	67.30
Regina.....	133.9	128.2	137.1	68.61	68.85	66.62
Saskatoon.....	139.1	133.3	137.4	67.53	67.27	67.55
Edmonton.....	186.5	179.5	188.3	71.83	72.45	71.47
Calgary.....	169.0	165.0	168.2	72.65	72.45	71.68
Vancouver.....	114.7	114.3	118.1	81.34	81.50	79.52
Victoria.....	111.0	112.7	114.8	74.17	74.86	72.95

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1960	Apr. 1960	May 1959	May 1960	Apr. 1960	May 1959
				\$	\$	\$
Mining.....	118.1	113.4	123.3	93.62	94.22	89.37
Metal mining.....	137.9	136.6	141.3	95.65	95.64	91.45
Gold.....	74.0	72.6	73.9	76.65	75.33	72.30
Other metal.....	197.5	196.3	204.2	102.29	102.64	97.92
Fuels.....	82.1	74.2	91.9	94.55	95.99	89.99
Coal.....	40.9	32.5	48.0	74.34	69.97	69.18
Oil and natural gas.....	259.4	253.6	264.4	108.26	110.35	104.84
Non-metal.....	133.7	123.4	135.3	82.42	84.02	78.29
Manufacturing.....	110.6	108.9	111.7	77.83	78.40	76.20
Durable goods.....	116.0	114.6	117.8	83.40	84.27	81.72
Non-durable goods.....	105.9	104.1	106.4	72.67	72.94	71.01
Food and beverages.....	112.9	107.3	112.7	70.46	70.38	68.90
Meat products.....	137.2	132.7	140.5	79.58	78.54	78.96
Canned and preserved fruits and vegetables.....	84.5	78.3	82.9	63.01	65.08	61.21
Grain mill products.....	103.8	102.5	103.8	75.58	75.27	72.61
Bread and other bakery products.....	112.5	110.5	109.3	67.23	66.09	66.68
Distilled and malt liquors.....	103.8	99.0	107.5	94.18	93.04	88.69
Tobacco and tobacco products.....	78.0	77.7	86.3	78.49	77.71	75.75
Rubber products.....	102.7	103.7	106.8	79.45	79.95	79.79
Leather products.....	80.8	81.1	88.6	49.31	50.48	50.74
Boots and shoes (except rubber).....	87.1	87.7	95.3	46.55	47.48	48.11
Textile products (except clothing).....	77.7	76.8	80.1	61.91	62.26	60.09
Cotton yarn and broad woven goods.....	70.2	68.6	75.6	57.91	59.18	55.08
Woolen goods.....	60.9	60.5	59.7	58.15	57.88	57.89
Synthetic textiles and silk.....	83.5	83.4	82.0	69.01	68.62	66.52
Clothing (textile and fur).....	88.1	88.7	91.2	47.05	48.55	47.03
Men's clothing.....	90.4	89.1	93.4	45.76	47.20	45.94
Women's clothing.....	92.8	96.1	93.7	48.48	50.36	48.56
Knit goods.....	70.1	71.1	77.8	47.05	47.92	46.12
Wood products.....	105.9	100.7	109.6	65.66	67.72	65.64
Saw and planing mills.....	108.0	101.0	113.2	67.37	70.34	67.58
Furniture.....	110.3	109.2	111.6	63.92	64.48	63.34
Other wood products.....	87.7	83.5	89.0	59.95	60.79	59.45
Paper products.....	123.7	120.8	123.2	89.79	89.92	88.85
Pulp and paper mills.....	124.8	121.1	124.6	96.50	96.75	95.34
Other paper products.....	121.1	120.0	119.4	73.29	73.47	71.74
Printing, publishing and allied industries.....	124.4	124.1	120.4	84.91	85.11	82.77
Iron and steel products.....	108.8	108.9	110.2	87.65	88.35	86.29
Agricultural implements.....	76.7	79.2	82.0	90.12	88.76	89.40
Fabricated and structural steel.....	156.9	151.4	168.1	87.17	89.71	87.32
Hardware and tools.....	102.4	102.4	98.2	79.55	79.29	77.76
Heating and cooking appliances.....	96.2	97.5	105.9	76.89	75.30	74.04
Iron castings.....	92.4	93.7	100.4	82.61	84.41	81.88
Machinery—Industrial.....	119.4	119.4	117.0	84.97	85.38	83.76
Primary iron and steel.....	123.5	125.4	119.0	98.55	100.80	98.16
Sheet metal products.....	109.8	106.6	110.9	87.30	86.35	84.83
Transportation equipment.....	113.0	112.9	115.9	89.03	89.79	86.54
Aircraft and parts.....	242.9	239.2	263.2	92.59	94.23	88.07
Motor vehicles.....	115.3	115.6	111.7	100.02	99.65	98.30
Motor vehicles parts and accessories.....	110.0	109.3	114.9	87.00	88.61	85.07
Railroad and rolling stock equipment.....	64.6	64.6	70.8	80.27	80.13	79.14
Shipbuilding and repairing.....	136.0	139.1	133.8	80.95	82.64	79.46
Non-ferrous metal products.....	130.7	128.6	126.5	87.86	88.91	84.85
Aluminum products.....	146.1	141.7	137.8	85.27	84.44	81.86
Brass and copper products.....	103.7	102.8	112.2	83.55	84.16	79.70
Smelting and refining.....	153.8	151.0	142.4	94.53	96.43	92.65
Electrical apparatus and supplies.....	134.7	134.6	134.4	84.35	84.13	81.80
Heavy electrical machinery.....	108.0	108.0	111.8	91.68	91.97	88.52
Telecommunication equipment.....	214.6	210.9	207.1	82.57	82.68	79.10
Non-metallic mineral products.....	144.8	139.0	146.1	80.87	79.67	79.31
Clay products.....	93.6	92.7	104.1	75.86	74.78	73.62
Glass and glass products.....	151.5	150.7	152.3	76.71	76.83	73.19
Products of petroleum and coal.....	139.6	135.7	141.2	116.75	117.09	113.81
Petroleum refining.....	142.3	138.9	143.2	117.82	117.80	114.82
Chemical products.....	134.2	133.2	127.3	90.36	90.18	85.68
Medicinal and pharmaceutical preparations.....	119.1	119.8	119.3	79.86	79.98	75.85
Acids, alkalis and salts.....	165.4	149.9	142.6	102.13	102.43	97.49
Miscellaneous manufacturing industries.....	130.1	129.4	125.3	69.17	69.67	68.04
Construction.....	129.9	111.0	133.0	77.59	79.86	77.96
Building and general engineering.....	123.5	109.6	131.7	84.30	87.54	84.94
Highways, bridges and streets.....	140.3	113.5	135.1	67.91	67.71	66.99
Electric and motor transportation.....	132.6	130.9	129.2	80.16	80.18	78.04
Service.....	143.3	140.1	138.7	52.89	53.58	50.23
Hotels and restaurants.....	130.5	126.0	127.9	41.15	41.21	39.87
Laundries and dry cleaning plants.....	116.2	115.3	114.8	46.76	47.83	46.11
Industrial composite.....	118.8	114.8	119.6	75.38	75.98	73.82

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	May 1960	April 1960	May 1959	May 1960	April 1960	May 1959
Newfoundland.....	41.6	42.5	39.7	1.58	1.61	1.58
Nova Scotia.....	41.1	41.0	41.5	1.56	1.57	1.53
New Brunswick.....	41.3	41.4	42.4	1.56	1.59	1.47
Quebec.....	40.5	41.3	41.8	1.61	1.60	1.54
Ontario.....	40.2	40.4	41.0	1.88	1.89	1.82
Manitoba.....	39.7	39.5	40.7	1.68	1.68	1.66
Saskatchewan.....	39.5	39.5	40.7	1.90	1.91	1.87
Alberta ⁽¹⁾	39.6	39.4	40.5	1.89	1.89	1.84
British Columbia ⁽²⁾	37.3	38.0	38.8	2.16	2.15	2.08

(¹) Includes Northwest Territories.

(²) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1960	Apr. 1960	May 1959	May 1960	Apr. 1960	May 1959	May 1960	Apr. 1960	May 1959
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	41.9	41.2	40.5	2.09	2.12	2.06	87.44	87.37	83.41
Metal mining.....	42.0	41.4	40.4	2.16	2.19	2.16	91.00	90.78	87.11
Gold.....	43.1	41.9	41.3	1.66	1.67	1.62	71.55	69.96	66.81
Other metal.....	41.6	41.2	40.1	2.36	2.39	2.36	98.44	98.58	94.47
Fuels.....	40.4	38.7	39.8	1.98	2.00	1.91	79.96	77.52	75.96
Coal.....	40.7	38.1	39.3	1.78	1.74	1.73	72.31	66.36	68.05
Oil and natural gas.....	39.9	39.5	40.5	2.32	2.33	2.21	92.63	91.92	89.29
Non-metal.....	42.9	42.9	42.1	1.86	1.88	1.81	79.68	80.60	76.11
Manufacturing	40.1	40.5	41.1	1.79	1.79	1.73	71.67	72.37	70.90
Durable goods.....	40.5	40.9	41.4	1.93	1.94	1.86	78.08	79.21	77.12
Non-durable goods.....	39.7	40.1	40.7	1.65	1.64	1.59	65.37	65.60	64.63
Food and beverages.....	40.9	40.4	41.3	1.59	1.60	1.55	65.15	64.47	63.93
Meat products.....	40.7	39.9	41.9	1.86	1.85	1.81	75.78	73.97	75.80
Canned and preserved fruits and vegetables.....	38.3	38.9	38.5	1.39	1.43	1.35	53.34	55.50	51.85
Grain mill products.....	42.3	41.9	42.1	1.70	1.69	1.63	71.65	70.77	68.78
Bread and other bakery products.....	42.7	42.1	42.8	1.47	1.44	1.41	62.71	60.77	60.49
Distilled liquors.....	40.6	39.0	40.1	2.00	2.02	1.87	81.18	78.62	75.11
Malt liquors.....	39.8	39.3	40.0	2.24	2.23	2.12	89.41	87.54	84.77
Tobacco and tobacco products.....	40.2	40.0	40.6	1.82	1.80	1.72	73.10	72.06	69.92
Rubber products.....	40.1	40.6	41.9	1.83	1.82	1.79	73.46	74.11	74.95
Leather products.....	35.8	37.4	39.8	1.22	1.20	1.17	43.52	45.01	46.74
Boots and shoes (except rubber).....	34.9	36.5	39.5	1.18	1.16	1.12	41.12	42.38	44.37
Other leather products.....	37.7	39.2	40.7	1.30	1.30	1.28	48.91	50.93	52.31
Textile products (except clothing).....	41.4	41.8	41.9	1.34	1.33	1.28	55.37	55.84	53.94
Cotton yarn and broad woven goods.....	39.7	40.4	39.8	1.35	1.35	1.26	53.38	54.62	50.18
Woolen goods.....	42.4	42.2	44.1	1.24	1.24	1.21	52.78	52.48	53.50
Synthetic textiles and silk.....	42.8	43.1	43.4	1.44	1.43	1.37	61.48	61.52	59.30
Clothing (textile and fur).....	36.4	38.0	38.1	1.14	1.14	1.10	41.41	43.16	42.02
Men's clothing.....	36.1	37.7	37.4	1.14	1.14	1.12	41.18	42.86	42.01
Women's clothing.....	35.2	36.9	37.2	1.20	1.21	1.15	42.41	44.76	42.83
Knit goods.....	38.9	39.9	40.2	1.05	1.06	1.03	41.48	42.38	41.44
*Wood products.....	39.8	40.9	42.2	1.57	1.58	1.50	62.42	64.63	63.14
Saw and planing mills.....	39.1	40.3	41.7	1.67	1.70	1.58	65.07	68.47	66.17
Furniture.....	41.1	41.7	42.9	1.44	1.43	1.37	59.03	59.46	58.90
Other wood products.....	41.3	42.1	43.1	1.33	1.32	1.29	55.13	55.62	55.43
Paper products.....	41.0	41.3	41.7	2.05	2.03	2.00	84.02	83.93	83.53
Pulp and paper mills.....	41.1	41.4	41.8	2.19	2.18	2.14	90.21	90.21	89.68
Other paper products.....	40.5	40.9	41.3	1.65	1.63	1.59	66.76	66.81	65.57
Printing, publishing and allied industries.....	39.2	39.3	39.9	2.17	2.17	2.09	84.82	85.28	83.39
*Iron and steel products.....	40.3	40.7	41.3	2.06	2.07	2.00	83.07	84.08	82.44
Agricultural implements.....	40.5	40.0	42.2	2.09	2.08	2.04	84.52	83.37	85.97
Fabricated and structural steel.....	39.6	40.5	41.3	2.04	2.04	1.95	80.73	82.54	80.60
Hardware and tools.....	41.6	41.6	41.9	1.78	1.77	1.73	74.11	73.70	72.74
Heating and cooking appliances.....	40.1	39.6	40.8	1.77	1.77	1.72	71.12	70.01	70.04
Iron castings.....	39.4	40.8	41.2	1.97	1.98	1.90	77.61	80.76	78.27
Machinery—Industrial.....	41.3	41.8	42.1	1.92	1.92	1.88	79.40	80.13	79.00
Primary iron and steel.....	39.4	40.4	40.7	2.40	2.41	2.33	94.51	97.30	94.58
Sheet metal products.....	40.9	40.3	40.9	2.03	2.02	1.97	82.97	81.51	80.54
*Transportation equipment.....	40.9	41.4	41.2	2.05	2.05	1.99	83.70	84.90	81.87
Aircraft and parts.....	41.9	42.8	40.7	2.02	2.04	1.95	84.49	87.22	79.44
Motor vehicles.....	41.6	41.7	42.5	2.26	2.26	2.19	94.12	94.13	93.25
Motor vehicle parts and accessories.....	40.7	41.4	41.4	2.01	2.03	1.95	81.83	84.05	80.88
Railroad and rolling stock equipment.....	39.8	39.7	40.0	1.96	1.96	1.94	77.98	77.85	77.41
Shipbuilding and repairing.....	40.4	41.3	41.0	1.95	1.97	1.90	78.96	81.18	78.09
*Non-ferrous metal products.....	39.9	40.7	40.3	2.06	2.05	1.97	82.07	83.55	79.55
Aluminum products.....	41.5	41.4	41.5	1.83	1.82	1.72	76.09	75.22	71.38
Brass and copper products.....	40.0	40.6	40.1	1.93	1.93	1.86	77.12	78.35	74.54
Smelting and refining.....	39.4	40.4	40.1	2.26	2.25	2.19	88.88	91.05	87.68
*Electrical apparatus and supplies.....	40.2	40.2	40.6	1.84	1.84	1.78	74.03	73.78	72.45
Heavy electrical machinery and equipment.....	40.3	40.4	40.4	2.04	2.05	1.99	82.30	82.96	80.40
Telecommunication equipment.....	40.5	40.6	40.2	1.65	1.66	1.61	66.95	67.23	64.93
Refrigerators, vacuum cleaners and appliances.....	39.1	39.6	40.8	1.89	1.86	1.77	73.96	73.59	72.40
Wire and cable.....	41.3	41.2	42.4	2.01	2.00	1.96	82.99	82.40	83.16
Miscellaneous electrical products.....	40.3	39.8	40.3	1.74	1.73	1.69	70.30	69.03	68.10
*Non-metallic mineral products.....	42.8	41.8	43.7	1.78	1.78	1.73	76.11	74.45	75.44
Clay products.....	42.9	41.4	42.9	1.66	1.66	1.60	70.82	68.63	68.88
Glass and glass products.....	41.1	41.1	41.2	1.76	1.77	1.70	72.41	72.76	69.78
Products of petroleum and coal.....	41.4	41.1	42.7	2.55	2.54	2.46	105.53	104.10	105.28
Chemical products.....	40.7	40.9	40.9	1.96	1.95	1.84	79.65	79.65	75.20
Medicinal and pharmaceutical preparations.....	40.1	40.2	40.7	1.50	1.50	1.43	60.03	60.52	58.28
Acids, alkalis and salts.....	41.2	41.1	40.8	2.24	2.24	2.17	92.36	92.08	88.55
Miscellaneous manufacturing industries.....	40.4	41.4	41.5	1.48	1.47	1.42	59.86	60.78	59.10
Construction	39.1	39.2	41.3	1.91	1.96	1.84	74.86	76.91	75.82
Building and general engineering.....	38.4	39.6	41.3	2.10	2.13	1.99	80.76	84.34	82.31
Highways, bridges and streets.....	40.2	38.6	41.4	1.61	1.64	1.55	64.82	63.16	64.12
Electric and motor transportation.....	43.4	43.6	44.6	1.83	1.82	1.75	79.24	79.28	77.91
Service	39.3	39.6	39.7	1.04	1.04	1.00	40.84	40.99	39.67
Hotels and restaurants.....	39.3	39.2	39.3	1.02	1.01	0.98	39.88	39.65	38.47
Laundries and dry cleaning plants.....	40.4	41.6	41.5	1.00	1.00	0.98	40.46	41.51	40.52

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Avvrage Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Monthly Average 1959.....	40.9	1.72	70.41	168.7	126.5	133.3
Last Pay Period in:						
1959 June.....	41.0	1.72	70.63	169.2	125.9	134.4
July.....	40.8	1.71	69.90	167.5	125.9	133.0
August.....	41.0	1.70	69.57	166.7	126.4	131.9
September.....	41.2	1.72	71.13	170.4	127.1	134.1
October.....	41.3	1.74	71.68	171.7	128.0	134.1
November.....	40.9	1.74	71.10	170.3	128.3	132.7
December.....	40.8*	1.78	71.52*	171.3	127.9	133.9
1960 January.....	40.7	1.77	71.89	172.2	127.5	135.1
February.....	40.4	1.77	71.49	171.3	127.2	134.7
March.....	40.5	1.78	71.94	172.4	126.9	135.9
April.....	40.5	1.79	72.37	173.4	127.5	136.0
May (†).....	40.1	1.79	71.67	171.7	127.4	134.8

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1959 are 38.4 and \$68.48.

(†) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
August 1, 1954.....	12,124	12,902	25,026	181,457	77,396	258,853
August 1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
August 1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
August 1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
August 1, 1958.....	11,505	11,858	23,363	252,853	119,157	372,010
August 1, 1959.....	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
October 1, 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
November 1, 1959.....	11,997	13,013	25,010	195,816	107,407	303,223
December 1, 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
January 1, 1960.....	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
April 1, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
June 1, 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
July 1, 1960†.....	17,227	15,875	33,102	268,719	131,936	390,655
August 1, 1960(†).....	14,714	12,594	27,308	242,582	128,062	370,644

* Current Vacancies only. Deferred vacancies are excluded.

† Figures revised

(†) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JUNE 30, 1960⁽¹⁾

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				May 31 1960	June 30 1959
Agriculture, Fishing, Trapping	863	1,383	2,246	— 153	+ 1,091
Forestry.....	4,764	6	4,770	+ 204	+ 3,639
Mining, Quarrying and Oil Wells.....	619	56	675	— 568	+ 50
Metal Mining.....	349	22	371	— 264	— 68
Fuels.....	158	19	177	— 178	+ 101
Non-Metal Mining.....	80	1	81	— 56	+ 15
Quarrying, Clay and Sand Pits.....	7	2	9	— 6	— 5
Prospecting.....	25	12	37	— 64	+ 7
Manufacturing.....	2,870	1,860	4,730	— 834	— 957
Foods and Beverages.....	308	360	668	+ 74	+ 133
Tobacco and Tobacco Products.....	6	5	11	— 0	— 9
Rubber Products.....	13	9	22	— 16	— 39
Leather Products.....	49	106	155	+ 8	— 20
Textile Products (except clothing).....	78	133	211	— 2	— 69
Clothing (textile and fur).....	90	563	653	— 181	— 347
Wood Products.....	236	44	280	— 85	— 202
Paper Products.....	235	58	293	+ 116	+ 107
Printing, Publishing and Allied Industries.....	129	93	222	— 51	— 44
Iron and Steel Products.....	469	129	598	— 112	— 266
Transportation Equipment.....	467	45	512	— 13	— 85
Non-Ferrous Metal Products.....	139	44	183	— 90	— 43
Electrical Apparatus and Supplies.....	252	76	328	— 177	— 79
Non-Metallic Mineral Products.....	91	31	122	— 41	— 28
Products of Petroleum and Coal.....	26	12	38	— 32	— 12
Chemical Products.....	202	79	281	— 185	+ 77
Miscellaneous Manufacturing Industries.....	80	73	153	— 47	— 31
Construction.....	1,784	101	1,885	+ 55	— 246
General Contractors.....	1,271	63	1,334	+ 34	— 55
Special Trade Contractors.....	513	38	551	+ 21	— 191
Transportation, Storage and Communication.....	789	295	1,084	— 622	— 48
Transportation.....	654	108	762	— 306	— 3
Storage.....	21	18	39	— 2	— 18
Communication.....	114	169	283	— 314	— 27
Public Utility Operation.....	105	56	161	— 49	+ 56
Trade.....	1,765	2,440	4,205	— 786	— 329
Wholesale.....	599	532	1,131	— 218	— 141
Retail.....	1,166	1,908	3,074	— 568	— 188
Finance, Insurance and Real Estate.....	654	677	1,331	— 309	+ 29
Service.....	3,146	9,027	12,173	— 3,429	— 1,236
Community or Public Service.....	559	2,168	2,727	— 404	+ 469
Government Service.....	1,327	606	1,933	— 761	+ 252
Recreation Service.....	94	78	172	— 37	— 123
Business Service.....	588	400	988	— 88	— 283
Personal Service.....	578	5,775	6,353	— 2,139	— 1,551
GRAND TOTAL.....	17,359	15,901	33,260	— 6,491	+ 2,109

(¹) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT JUNE 30, 1960⁽¹⁾**

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	2,172	1,834	4,006	6,423	1,897	8,320
Clerical Workers.....	1,175	3,441	4,616	16,025	48,937	64,962
Sales Workers.....	1,244	1,114	2,358	6,729	16,074	22,803
Personal and Domestic Service Workers..	1,378	6,576	7,954	24,626	20,393	45,019
Seamen.....	5	.....	5	965	2	967
Agriculture, Fishing, Forestry (Ex. log)..	981	1,231	2,212	2,956	930	3,886
Skilled and Semi-Skilled Workers.....	8,827	1,140	9,967	114,471	21,314	135,785
Food and kindred products (incl. tobacco).....	70	22	92	1,013	595	1,608
Textiles, clothing, etc.....	95	750	845	3,231	13,436	16,667
Lumber and lumber products.....	4,606	.....	4,606	10,942	129	11,071
Pulp, paper (incl. printing).....	94	16	110	1,083	483	1,566
Leather and leather products.....	26	65	91	1,139	1,168	2,297
Stone, clay and glass products.....	12	.....	12	452	37	489
Metalworking.....	541	22	563	14,837	1,167	16,004
Electrical.....	171	11	182	3,034	1,147	4,181
Transportation equipment.....	2	.....	2	2,002	53	2,055
Mining.....	203	.....	203	1,561	.....	1,561
Construction.....	838	9	847	26,847	4	26,851
Transportation (except seamen).....	493	9	502	18,880	140	19,020
Communications and public utility...	26	.....	26	621	5	626
Trade and service.....	235	179	414	4,268	1,657	5,925
Other skilled and semi-skilled.....	1,241	39	1,280	17,217	1,009	18,226
Foremen.....	99	18	117	2,193	281	2,474
Apprentices.....	75	.....	75	5,151	13	5,164
Unskilled Workers.....	1,445	539	1,984	86,524	22,389	108,913
Food and tobacco.....	26	164	190	2,429	4,538	6,967
Lumber and lumber products.....	162	1	163	7,506	361	7,867
Metalworking.....	88	6	94	6,306	670	6,976
Construction.....	653	.....	653	35,729	.....	35,729
Other unskilled workers.....	516	368	884	34,554	16,820	51,374
GRAND TOTAL.....	17,227	15,875	33,102	258,719	131,936	390,655

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILED VACANCIES AND REGISTRATIONS AT JUNE 30, 1960

(SOURCE: Form U.I.C. 757)

Office	Unfiled Vacancies ⁽²⁾			Registrations		
	(1) June 30, 1960	Previous Month June 2, 1960	Previous Year July 2, 1959	(1) June 30, 1960	Previous Month June 2, 1960	Previous Year July 2, 1959
Newfoundland.....	283	276	419	7,888	17,816	7,773
Corner Brook.....	24	32	19	2,373	4,324	1,915
Grand Falls.....	4	6	4	632	1,365	595
St. John's.....	255	238	396	4,883	12,127	5,263
Prince Edward Island.....	430	241	217	1,474	2,392	1,470
Charlottetown.....	302	139	154	769	1,445	795
Summerside.....	128	102	63	705	947	675
Nova Scotia.....	913	992	913	13,463	20,670	12,717
Amherst.....	35	27	9	669	1,146	607
Bridgewater.....	28	38	26	810	1,220	578
Halifax.....	466	466	510	4,382	5,660	3,896
Inverness.....				225	693	221
Kentville.....	192	277	193	1,044	2,044	867
Liverpool.....	13	17	5	285	498	261
New Glasgow.....	57	38	38	1,205	2,273	1,695
Springhill.....	1			368	821	700
Sydney.....	28	28	52	3,005	3,472	2,560
Truro.....	44	50	15	735	1,251	612
Yarmouth.....	49	51	65	735	1,592	720
New Brunswick.....	1,427	1,514	734	12,129	21,665	12,322
Bathurst.....	8	15	4	919	3,236	824
Campbellton.....	306	485	29	1,126	2,427	1,177
Edmundston.....	84	136	15	641	1,266	683
Fredericton.....	150	172	171	1,125	1,952	1,531
Minto.....	162	93	24	544	469	537
Moncton.....	351	283	224	3,014	4,320	2,425
Newcastle.....	1	1	1	1,129	2,525	1,127
Saint John.....	220	218	218	2,394	2,647	2,405
St. Stephen.....	96	29	14	630	1,261	801
Sussex.....	42	28	27	169	422	237
Woodstock.....	7	54	7	438	1,140	575
Quebec.....	9,818	12,096	6,850	117,125	182,651	94,199
Alma.....	20	13	13	1,128	2,301	1,455
Asbestos.....	1	5	21	334	579	305
Baie Comeau.....	235	51		351	910	
Beauharnois.....	24	15	44	750	1,116	641
Buckingham.....	96	138	46	580	1,055	533
Causapsca.....	415	62	244	1,007	2,602	853
Chandler.....	4	25	13	247	1,497	282
Chicoutimi.....	391	105	109	1,455	1,964	1,610
Cowansville.....	58	80		296	350	
Dolbeau.....	9	194	10	732	1,967	743
Drummondville.....	19	31	24	1,630	2,251	1,386
Farnham.....	76	57	50	661	706	631
Forestville.....	346	442	297	242	1,091	548
Gaspé.....	9	26	13	287	1,489	290
Granby.....	21	95	35	1,254	1,608	831
Hull.....	43	66	83	2,159	2,573	1,618
Joliette.....	106	167	88	2,325	3,941	2,016
Jonquière.....	52	62	30	1,443	2,347	1,375
Lachute.....	14	16	29	622	819	471
La Malbaie.....	9	46	11	495	1,646	487
La Tuque.....	1,643	1,036	166	503	900	592
Lévis.....	36	49	92	1,922	3,785	1,534
Louiseville.....	16	33	20	703	997	794
Magog.....	10	24	2	460	423	311
Maniwaki.....	69	157	33	355	775	250
Matane.....	22	364	29	464	2,976	592
Mégantic.....	3	10	13	386	887	415
Mont-Laurier.....	23	29	18	465	926	360
Montmagny.....	7	15	20	724	2,142	572
Montreal.....	3,016	4,747	3,276	51,607	66,477	39,600
New Richmond.....	124	64	11	476	1,734	397
Port Alfred.....	11	35	4	335	1,093	368
Quebec.....	594	708	609	8,118	11,665	7,093
Rimouski.....	247	139	45	1,526	3,961	1,309
Rivière du Loup.....	65	160	37	1,543	4,617	876
Roberval.....	101	172	30	906	1,904	876
Rouyn.....	52	50	42	2,580	4,831	1,860
Ste. Agathe.....	42	79	100	283	917	308
Ste. Anne de Bellevue.....	57	82	63	629	965	473
Ste. Thérèse.....	39	46	23	1,322	2,096	933
St. Hyacinthe.....	48	174	52	1,692	2,338	1,420
St. Jean.....	51	47	82	1,794	2,304	1,290
St. Jérôme.....	98	81	86	1,225	1,747	789
Sept-Îles.....	275	354	167	1,527	2,573	864
Shawinigan.....	111	77	22	2,262	4,803	2,403
Sherbrooke.....	186	283	199	3,607	4,131	3,089
Sorel.....	37	56	61	1,329	1,771	1,067
Thetford Mines.....	54	59	49	990	1,769	907
Trois-Rivières.....	126	173	191	3,428	3,347	2,608

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JUNE 30, 1960

(SOURCE: FORM U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) June 30, 1960	Previous Month June 2, 1960	Previous Year July 2, 1959	(1) June 30, 1960	Previous Month June 2, 1960	Previous Year July 2, 1959
Quebec—Cont'd.						
Val d'Or.....	36	28	23	1,616	2,537	1,185
Valleyfield.....	21	26	21	1,555	2,358	1,222
Victoriaville.....	33	35	21	1,510	2,173	974
Ville St. Georges.....	617	1,013	83	1,285	3,217	950
Ontario.....	9,118	10,441	10,804	145,466	176,371	107,391
Arnprior.....	17	77	10	192	232	90
Barrie.....	14	58	32	1,077	1,342	857
Belleville.....	46	53	41	1,335	1,945	1,087
Bracebridge.....	187	177	323	446	955	355
Brampton.....	21	36	43	1,394	1,283	1,810
Brantford.....	65	116	111	3,178	3,055	1,377
Brockville.....	19	35	36	422	496	299
Carleton Place.....	1	5	13	137	192	121
Chatham.....	62	60	159	1,966	2,450	1,370
Cobourg.....	93	59	22	731	876	399
Collingwood.....	21	18	41	438	417	604
Cornwall.....	119	134	109	2,430	3,350	1,924
Elliot Lake.....	74	63	109	364	419	537
Fort Erie.....	23	16	15	327	548	329
Fort Frances.....	24	60	31	307	467	231
Fort William.....	93	106	135	1,328	1,944	1,161
Galt.....	122	102	110	1,134	1,226	800
Gananoque.....	20	40	11	168	224	147
Goderich.....	35	25	46	379	374	251
Guelph.....	56	31	54	1,939	2,183	1,119
Hamilton.....	840	811	837	11,620	13,556	7,483
Hawkesbury.....	16	15	13	752	631	685
Kapuskasing.....	127	186	37	926	1,370	693
Kenora.....	37	56	35	329	483	311
Kingston.....	111	168	116	1,619	2,065	1,260
Kirkland Lake.....	60	70	80	806	1,330	805
Kitchener.....	110	102	193	2,060	2,547	1,165
Leamington.....	52	60	25	1,094	1,151	964
Lindsay.....	10	11	23	399	415	328
Listowel.....	27	28	19	218	359	129
London.....	524	603	656	4,250	5,001	2,929
Long Branch.....	272	209	298	3,602	3,360	2,786
Midland.....	30	30	31	379	516	322
Napanee.....	14	10	4	254	518	233
Newmarket.....	38	41	79	1,187	1,687	795
Niagara Falls.....	53	60	144	1,406	1,900	1,595
North Bay.....	27	42	15	1,386	1,920	1,328
Oakville.....	106	73	95	1,235	828	595
Orillia.....	21	30	33	726	795	489
Oshawa.....	110	131	170	4,494	4,482	2,521
Ottawa.....	792	915	936	4,696	5,821	3,503
Owen Sound.....	55	71	71	916	1,414	827
Parry Sound.....			3	223	359	212
Pembroke.....	85	118	98	1,162	1,815	836
Perth.....	33	51	28	352	421	361
Peterborough.....	94	158	115	2,973	3,403	1,467
Pictou.....	4	9	14	186	247	183
Port Arthur.....	182	403	194	2,320	3,016	2,144
Port Colborne.....	12	15	4	472	930	411
Prescott.....	48	34	21	672	798	469
Renfrew.....	21	10	9	359	430	350
St. Catharines.....	163	259	143	3,481	3,667	2,574
St. Thomas.....	36	52	70	871	1,142	680
Sarnia.....	198	109	122	1,920	2,028	1,783
Sault Ste. Marie.....	218	252	350	2,744	3,177	1,261
Simcoe.....	102	119	48	661	679	593
Sioux Lookout.....	1	16	12	124	202	112
Smiths Falls.....	29	16	12	293	312	261
Stratford.....	24	41	55	652	782	539
Sturgeon Falls.....	20	25	7	479	815	411
Sudbury.....	102	212	234	3,042	4,525	2,476
Tillsonburg.....	8	26		269	363	
Timmins.....	213	80	104	1,668	2,743	1,396
Toronto.....	2,360	2,568	3,111	40,702	50,974	29,746
Trenton.....	46	51	66	731	993	541
Walkerton.....	85	56	54	453	595	322
Wallaceburg.....	21	6	5	464	728	295
Welland.....	87	80	17	1,825	2,099	1,210
Weston.....	167	196	273	3,041	4,139	3,305
Windsor.....	280	402	166	8,057	7,570	5,918
Woodstock ⁽²⁾	52	84		1,113	1,292	
Manitoba.....	2,983	3,206	3,519	12,463	19,073	11,842
Brandon.....	191	231	350	1,008	1,451	774
Dauphin.....	27	25	23	511	903	433
Flin Flon.....	49	61	26	158	206	197
Portage la Prairie.....	86	61	59	528	903	508
The Pas.....	99	116	158	194	344	279
Winnipeg.....	2,531	2,712	2,903	10,064	15,266	9,651

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT JUNE 30, 1960

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) June 30, 1960	Previous Month June 2, 1960	Previous Year July 2, 1959	(1) June 30, 1960	Previous Month June 2, 1960	Previous Year July 2, 1959
Saskatchewan	1,411	1,687	1,150	8,886	13,384	7,688
Estevan.....	49	50	39	233	275	323
Lloydminster.....	31	41	36	211	393	128
Moose Jaw.....	135	197	177	976	1,022	738
North Battleford.....	24	31	38	487	963	301
Prince Albert.....	71	98	70	907	1,504	854
Regina.....	708	832	281	2,366	2,583	2,150
Saskatoon.....	206	201	319	2,234	3,895	1,780
Swift Current.....	68	85	105	240	323	276
Weyburn.....	23	36	21	156	184	165
Yorkton.....	96	116	64	1,076	2,242	973
Alberta	3,304	5,878	3,425	21,882	29,401	15,515
Blairmore.....	37	27	5	279	369	251
Calgary.....	804	1,474	1,071	7,065	9,072	4,146
Drumheller.....	29	32	28	335	504	433
Edmonton.....	1,725	2,528	1,765	10,213	14,370	8,032
Edson.....	50	31	23	353	508	285
Grande Prairie.....	23	41	.....	1,024	1,135	.....
Lethbridge.....	415	1,467	233	1,150	1,674	856
Medicine Hat.....	116	177	202	660	617	873
Red Deer.....	105	101	98	803	1,152	636
British Columbia	3,298	2,651	3,012	49,900	59,601	37,234
Chilliwack.....	207	54	190	1,090	1,217	958
Courtenay.....	22	65	27	795	938	604
Cranbrook.....	44	50	38	741	921	547
Dawson Creek.....	6	10	13	709	1,039	930
Duncan.....	30	42	17	548	570	427
Kamloops.....	7	10	33	845	941	437
Kelowna.....	76	26	27	599	1,106	612
Kitimat.....	36	37	57	220	225	173
Mission City.....	983	21	103	864	1,124	694
Nanaimo.....	29	29	28	810	998	776
Nelson.....	180	18	39	550	745	596
New Westminster.....	184	403	286	7,575	8,348	4,883
Penticton.....	20	19	36	755	1,121	693
Port Alberni.....	49	19	15	538	570	574
Prince George.....	45	59	80	2,019	2,841	1,273
Prince Rupert.....	12	22	39	713	1,167	645
Princeton.....	23	15	11	194	283	195
Quesnel.....	18	25	17	1,142	1,608	460
Trail.....	61	115	63	586	947	715
Vancouver.....	972	1,328	1,424	22,650	26,749	16,075
Vernon.....	69	51	149	1,065	1,452	993
Victoria.....	148	160	232	4,599	4,306	3,556
Whitehorse.....	77	73	100	290	325	428
Canada	33,102	38,982	31,043	390,655	542,424	308,151
Males.....	17,227	21,772	14,579	258,719	359,576	193,774
Females.....	15,875	17,210	16,464	131,936	152,848	114,377

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

(3) Figures not available for July 2, 1959 due to changes in the local office area.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1955—1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	63,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1959 (6 months).....	465,035	311,778	143,257	30,884	113,566	160,197	102,070	48,318
1960 (6 months).....	431,779	292,752	139,027	38,822	117,322	140,139	90,684	44,812

Construction	701	617	13	29	424	365	45	11	1,495	1,039	298	99	1,715	1,355	169	23	11,752	9,007	613	530	13,730	10,323	1,770	705
General Contractors....	658	597	8	25	324	256	18	8	1,147	822	142	74	1,432	1,118	129	22	8,018	6,262	415	356	9,844	7,539	1,062	619
Special Trade Contractors.....	43	20	5	4	100	40	27	3	348	217	66	25	282	207	40	1	3,734	2,745	108	174	3,886	2,784	708	86
Transportation, Storage and Communication	43	27	9	.....	195	46	134	40	479	102	346	46	576	351	77	47	5,990	1,653	3,645	83	5,935	2,748	2,305	126
Transportation.....	27	19	4	.....	187	39	133	40	422	58	339	44	522	314	68	39	4,550	1,490	3,601	54	4,073	2,003	2,169	97
Storage.....	6	.....	5	.....	.....	.....	.....	5	2	.....	2	.....	11	3	8	.....	23	25	.....	.....	538	362	113	26
Communication.....	10	8	.....	.....	8	7	1	.....	62	42	5	2	43	34	1	8	185	140	19	.....	29	424	293	23
Public Utility Operation	3	3	.....	.....	6	5	.....	20	10	3	.....	.....	22	13	6	.....	219	215	6	4	379	293	22	8
Trade	266	144	49	.....	360	157	112	1	1,582	875	381	10	1,296	726	327	3	8,905	5,514	1,193	28	15,394	8,987	3,148	401
Wholesale.....	93	37	39	.....	58	30	21	.....	490	237	195	1	552	307	190	2	2,837	1,631	405	2	5,174	2,866	1,355	203
Retail.....	173	107	10	.....	302	127	91	1	1,102	638	186	9	744	419	137	1	6,068	3,883	698	26	10,220	6,121	1,793	198
Finance, Insurance and Real Estate	32	7	6	.....	20	14	1	.....	175	98	11	8	134	91	6	3	1,213	803	27	4	2,252	1,308	115	59
Service	757	265	272	1	849	382	230	1	3,917	1,833	1,316	103	3,047	1,549	945	3	22,223	12,946	4,553	276	34,116	17,036	9,896	640
Community or Public Service.....	50	14	29	.....	111	48	9	.....	281	123	107	2	162	81	52	2	1,404	947	122	4	2,717	1,564	378	40
Government Service.....	322	175	5	.....	245	187	2	.....	1,048	751	98	74	833	779	32	.....	3,351	30	112	112	6,514	5,237	626	149
Recreation Service.....	2	2	.....	.....	5	3	1	.....	63	26	13	2	240	15	174	.....	948	395	411	12	1,433	604	574	55
Business Service.....	21	6	3	1	11	8	1	.....	128	65	26	7	76	55	13	.....	1,294	787	213	3	1,908	1,116	252	120
Personal Service.....	362	68	235	.....	477	136	217	1	2,397	868	1,072	18	1,736	619	674	1	15,074	7,469	3,507	143	21,484	8,515	8,036	276
Totals	2,490	1,503	545	92	2,408	1,257	555	55	10,561	6,353	2,477	475	11,331	7,092	1,667	663	88,092	53,699	14,016	3,126	104,288	62,261	21,655	3,270
Male.....	1,884	1,282	314	92	1,387	777	323	55	7,124	4,498	1,679	439	8,821	5,683	1,235	645	69,323	38,745	10,333	2,934	67,255	41,738	13,613	2,697
Female.....	606	221	231	.....	1,021	480	232	.....	3,437	1,857	793	36	2,507	1,319	432	18	23,767	15,494	3,683	142	37,003	20,523	6,072	573

(1) Current and deferred vacancies reported during the period.

TABLE D-6—VACANCIES¹ AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 1, TO JUNE 30, 1960
(Source: U.I.C. 751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Placements			Va- can- cies Noti- fied	Placements			Va- can- cies Noti- fied	Placements			Va- can- cies Noti- fied	Placements			Va- can- cies Noti- fied	Placements			
	Reg- ular	Cas- ual	Trans- fers Out		Reg- ular	Cas- ual	Trans- fers Out		Reg- ular	Cas- ual	Trans- fers Out		Reg- ular	Cas- ual	Trans- fers Out		Reg- ular	Cas- ual	Trans- fers Out	
Agriculture	722	420	44	1	1,563	1,166	44	786	3,243	2,656	52	259	7,652	1,703	4,762	12	23,991	9,892	9,439	2,069
Forestry	28	9	.....	.....	3	3	.....	.....	61	67	4	1	1,211	982	11	29	20,093	11,384	132	1,855
Fishing and Trapping	15	7	7	.....	2	.....	2	.....	5	.....	4	.....	41	29	5	.....	166	120	21	5
Mining, Quarrying and Oil Wells	404	397	.....	30	73	65	8	65	842	651	18	80	661	490	3	165	4,313	3,102	152	538
Metal Mining.....	356	288	.....	29	1	11	.....	17	85	81	.....	8	529	359	2	163	2,306	1,618	20	402
Fuels.....	2	1	.....	1	60	43	8	48	512	376	6	72	24	23	1	2	970	737	15	127
Non-Metal Mining.....	1	.....	.....	.....	5	4	.....	48	36	36	.....	.....	105	105	.....	.....	544	343	91	2
Quarrying, Clay and Sand Pits.....	20	14	.....	.....	.....	.....	.....	57	46	4	.....	.....	3	3	.....	.....	291	235	17	6
Prospecting.....	25	4	.....	.....	7	7	.....	140	109	8	.....	.....	3	.....	.....	.....	202	138	9	1
Manufacturing	4,081	2,419	832	143	909	698	169	34	2,398	1,758	377	22	4,679	3,374	408	102	59,895	43,622	5,962	1,641
Food and Beverages.....	639	399	132	23	259	154	81	7	519	292	208	.....	616	470	41	2	8,173	5,867	1,038	107
Tobacco and Tobacco Products.....	.....	10	.....	.....	.....	.....	.....	.....	12	12	.....	.....	3	2	1	.....	188	170	1	1
Rubber Products.....	15	.....	.....	.....	2	.....	.....	.....	83	81	.....	.....	5	31	7	1	595	493	51	7
Leather Products.....	38	25	2	1	1	1	.....	.....	19	10	7	1	42	31	.....	.....	1,438	1,037	120	13
Textile Products (except clothing).....	166	100	35	4	2	2	.....	.....	38	28	2	.....	45	33	.....	.....	2,115	1,595	191	60
Clothing (textile and fur).....	735	513	58	.....	36	30	2	.....	78	60	2	.....	142	109	1	1	6,978	5,385	145	101
Wood Products.....	361	181	119	3	60	38	15	.....	163	125	15	.....	1,763	1,437	127	16	6,675	5,410	556	116
Paper Products.....	108	62	15	4	22	19	1	2	53	35	4	1	413	215	8	10	3,858	2,744	592	82
Printing, Publishing and Allied In- dustries.....	229	134	48	13	83	48	15	.....	108	65	17	1	152	80	15	.....	2,911	1,480	924	53
Iron and Steel Products.....	823	403	253	70	122	118	10	5	403	302	35	.....	290	209	32	6	8,334	5,980	877	372
Transportation Equipment.....	262	187	11	2	99	80	6	.....	271	216	17	3	342	205	36	21	6,496	4,996	308	208
Non-Ferrous Metal Products.....	115	93	9	.....	5	.....	.....	.....	70	52	17	3	583	443	61	38	2,823	1,931	219	323
Electrical Apparatus and Supplies.....	142	87	6	6	8	8	.....	.....	20	17	2	7	39	21	41	1	2,290	1,718	140	75
Non-Metallic Mineral Products.....	118	42	42	16	93	68	21	11	308	263	25	4	94	47	41	1	1,753	1,278	233	39
Products of Petroleum and Coal.....	46	17	15	.....	51	47	2	.....	34	23	4	.....	29	14	5	.....	346	246	38	5
Chemical Products.....	109	53	56	.....	44	54	7	6	166	118	20	2	59	38	5	.....	2,395	1,632	328	47
Miscellaneous Manufacturing In- dustries.....	175	113	31	1	22	21	.....	.....	50	29	2	.....	62	27	23	.....	2,437	1,750	201	32
Construction	2,998	1,728	394	462	2,105	1,656	199	72	2,717	2,092	332	11	2,451	1,665	271	323	49,098	23,757	3,924	2,262
General Contractors.....	2,000	1,117	178	426	1,528	1,218	130	64	1,699	1,327	168	5	1,956	1,366	188	303	28,577	21,622	2,438	1,902
Special Trade Contractors.....	998	611	126	36	577	438	69	8	1,048	765	164	6	505	299	83	17	11,521	8,135	1,486	360
Transportation, Storage and Com- munication	1,865	1,088	293	585	667	415	156	75	1,803	1,439	233	36	1,091	690	221	23	17,734	8,559	7,409	991
Transportation.....	1,641	1,000	185	490	523	331	114	63	1,479	1,254	188	31	1,091	690	221	23	15,445	7,127	6,892	881
Storage.....	164	34	96	1	100	61	36	.....	158	91	88	.....	132	61	65	.....	1,169	505	438	27
Communication.....	60	54	2	14	44	23	6	12	166	136	7	2	128	100	15	.....	1,120	837	79	83

Public Utility Operation.....	111	105	5	1	80	52	12	43	182	167	81	118	70	16	2	1,140	933	78	58	
Trade.....	3,720	1,568	1,298	19	2,299	1,303	672	29	3,869	2,359	793	4	4,016	2,428	53	41,708	24,059	8,651	539	
Wholesale.....	1,975	805	812	9	799	379	363	8	1,496	823	447	2	1,235	708	3	14,709	7,823	4,165	230	
Retail.....	1,745	763	486	10	1,500	924	309	12	2,364	1,536	346	2	1,781	1,718	50	26,999	16,236	4,486	309	
Finance, Insurance and Real Estate	528	259	40	.....	277	193	6	2	599	378	30	1	822	434	6	6,052	3,635	274	83
Service.....	6,542	2,457	2,690	60	4,861	2,619	1,322	234	10,421	5,511	2,421	83	10,772	6,618	44	97,503	51,246	25,802	1,415	
Community or Public Service.....	556	334	89	3	507	320	68	2	967	604	70	49	903	591	55	4	7,658	4,626	970	106
Government Service.....	1,057	939	21	16	1,065	1,010	42	222	2,327	2,118	15	17	2,970	2,547	254	14	19,884	17,044	1,125	604
Recreation Service.....	456	103	303	4	67	33	28	151	101	31	162	96	37	1	3,527	1,378	1,572	74
Business Service.....	314	139	64	14	362	184	65	10	1,295	836	72	6	568	339	49	6	6,037	3,535	788	169
Personal Service.....	4,159	942	2,213	23	2,860	1,072	1,119	.....	5,681	1,882	2,233	11	6,169	1,732	19	60,309	24,663	21,338	492
Totals.....	21,014	10,367	5,503	1,221	12,839	8,168	2,539	1,331	23,131	17,108	4,272	497	33,514	18,531	756	312,603	186,249	61,844	11,486	
Male.....	13,677	6,990	3,513	1,160	8,592	5,837	1,829	1,910	16,779	12,169	2,731	316	17,451	10,917	721	295,328	123,134	41,456	10,149	
Female.....	7,337	3,377	1,990	61	4,247	2,331	770	291	9,352	4,939	1,541	181	16,063	7,584	35	107,280	58,065	20,388	1,337	

(1) Current and deferred vacancies reported during the period.

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JUNE 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid
Newfoundland.....	9.6	42,255	942,061
Prince Edward Island.....	1.1	4,840	95,093
Nova Scotia.....	13.3	58,611	1,276,851
New Brunswick.....	10.7	47,096	1,011,033
Quebec.....	85.6	376,859	8,245,917
Ontario.....	93.3	410,315	9,121,077
Manitoba.....	10.6	46,836	1,021,925
Saskatchewan.....	6.8	29,788	632,762
Alberta.....	15.4	67,833	1,486,492
British Columbia.....	29.5	129,722	3,008,750
Total, Canada, June 1960.....	275.9	1,214,155	26,841,961
Total, Canada, May 1960.....	560.8	2,355,280	52,205,580
Total, Canada, June 1959.....	197.0	866,654	18,157,149

TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, JUNE 30, 1960

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percent- age Postal	June 30, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	296,445	82,476	28,921	43,637	35,214	28,575	19,693	57,929	26.6	220,548
Male.....	196,066	59,816	18,978	28,434	23,631	19,226	12,302	33,649	28.6	137,152
Female.....	100,379	22,630	9,943	15,203	11,583	9,349	7,391	24,280	22.7	83,396
Newfoundland.....	6,147	817	525	819	826	694	618	1,848	63.4	5,825
Male.....	5,089	645	421	694	727	593	520	1,484	66.6	4,928
Female.....	1,058	172	104	125	99	96	98	364	48.0	897
Prince Edward Island....	876	232	101	114	93	68	52	216	58.7	647
Male.....	568	178	65	66	62	44	34	117	64.8	405
Female.....	310	54	36	48	31	24	18	99	47.4	242
Nova Scotia.....	14,570	5,262	999	2,481	1,498	955	825	2,550	28.1	11,569
Male.....	11,926	4,751	759	2,130	1,235	698	591	1,762	26.1	9,111
Female.....	2,644	511	240	351	263	257	234	788	37.1	2,458
New Brunswick.....	9,437	1,899	874	1,397	1,739	943	605	1,980	48.3	8,660
Male.....	6,803	1,428	573	1,031	1,475	729	427	1,145	50.3	6,377
Female.....	2,629	471	301	366	264	214	178	835	43.2	2,283
Quebec.....	91,831	22,691	9,046	13,576	11,551	10,538	6,935	17,494	28.9	72,518
Male.....	60,361	15,386	5,699	8,491	7,841	7,795	4,767	10,382	32.1	46,579
Female.....	31,470	7,305	3,347	5,085	3,710	2,743	2,168	7,112	23.0	25,939
Ontario.....	111,104	35,790	10,924	15,825	11,534	9,225	6,451	21,355	19.8	77,628
Male.....	70,284	26,098	6,075	9,741	6,845	5,316	3,540	11,769	19.7	43,485
Female.....	40,820	9,692	3,949	6,084	4,689	3,909	2,911	9,586	19.9	34,143
Manitoba.....	8,907	1,621	805	1,234	1,203	1,036	820	2,188	23.4	6,803
Male.....	5,072	1,023	444	735	679	566	411	1,214	29.5	3,607
Female.....	3,835	598	361	499	524	470	409	974	15.5	3,196
Saskatchewan.....	5,635	1,200	466	831	759	557	446	1,376	44.5	4,175
Male.....	3,267	686	269	501	474	337	257	743	50.7	2,285
Female.....	2,368	514	197	330	285	220	189	633	35.8	1,890
Alberta.....	14,710	3,654	1,435	2,221	2,057	1,602	1,073	2,668	31.5	9,702
Male.....	10,184	2,673	1,087	1,524	1,491	1,131	680	1,598	34.7	6,246
Female.....	4,526	981	348	697	566	471	393	1,070	24.2	3,456
British Columbia.....	33,228	9,310	3,746	5,139	3,954	2,957	1,888	6,254	24.3	23,021
Male.....	22,509	6,978	2,686	3,521	2,802	2,012	1,075	3,435	26.4	14,129
Female.....	10,719	2,332	1,060	1,618	1,152	945	793	2,819	20.0	8,892

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
JUNE, 1960**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,671	1,377	294	2,042	1,300	742	442
Prince Edward Island.....	368	217	151	340	245	95	99
Nova Scotia.....	5,591	3,669	1,922	4,523	3,446	1,077	2,285
New Brunswick.....	3,419	2,098	1,321	3,921	2,797	1,124	865
Quebec.....	35,285	21,801	13,484	37,496	27,664	9,832	10,796
Ontario.....	55,364	31,645	23,719	57,091	44,073	13,018	13,413
Manitoba.....	3,122	2,041	1,081	3,469	2,508	961	531
Saskatchewan.....	2,021	1,325	696	2,082	1,469	613	504
Alberta.....	5,873	3,557	2,316	6,213	4,553	1,660	1,507
British Columbia.....	15,751	9,219	6,532	16,464	11,734	4,730	3,582
Total, Canada, June 1960.....	128,465	76,949	51,516	133,641	99,789	33,852	34,024
Total, Canada, May 1960.....	165,635	110,237	55,398	180,704	152,707	27,997	39,200
Total, Canada, June 1959.....	107,080	63,922	43,158	107,507	79,054	28,453	25,659

* In addition, revised claims received numbered 32,295.

† In addition, 33,837 revised claims were disposed of. Of these, 2,934 were special requests not granted and 1,241 were appeals by claimants. There were 4,812 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1960—May.....	3,988,000	3,623,700	364,300
April.....	4,222,000	3,507,100	714,900
March.....	4,307,000	3,484,000	823,000
February.....	4,308,000	3,493,800	814,200
January.....	4,296,000	3,513,500	782,500
1959—December.....	4,295,000	3,609,300	685,700
November.....	4,131,000	3,713,500	417,500
October.....	4,032,000	3,781,400	250,600
September.....	4,019,000	3,817,400	201,600
August.....	3,990,000	3,780,000	210,000
July.....	3,975,000	3,749,100	225,900
June.....	3,974,000	3,753,500	220,500

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—July.....	125.9	119.2	141.7	109.7	122.7	134.9
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5
November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9
February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1
May.....	127.4	120.2	143.5	110.8	123.1	137.6
June.....	127.6	120.8	143.8	110.9	123.0	137.7
July.....	127.5	120.5	143.9	110.8	123.0	137.6
August.....	127.9	121.7	144.0	110.3	123.1	137.7

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JULY 1960

(1949 = 100)

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	July 1959	June 1960	July 1960					
(1) St. John's, Nfld.....	115.0	116.2	116.5	113.2	115.8	109.2	111.9	129.0
Halifax.....	125.5	127.0	126.4	114.9	134.2	120.7	129.3	140.0
Saint John.....	127.0	128.6	128.6	119.9	139.3	119.5	124.3	143.5
Montreal.....	126.2	127.8	127.2	124.4	145.9	105.3	118.2	138.4
Ottawa.....	126.6	128.6	128.2	120.7	148.7	114.1	122.5	137.6
Toronto.....	128.1	130.2	130.1	120.4	153.1	113.5	123.6	140.2
Winnipeg.....	123.1	125.0	125.4	120.0	134.3	117.2	120.4	134.4
Saskatoon-Regina.....	122.7	123.7	124.0	118.9	124.7	123.0	125.7	129.0
Edmonton-Calgary.....	122.6	123.2	123.6	115.1	124.5	120.1	128.0	133.3
Vancouver.....	126.7	127.7	127.5	118.3	138.6	116.9	132.1	136.5

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 763, July issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1955-1960

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
*1959.....	202	217	99,872	2,386,680	0.19
*1959: July.....	26	42	41,417	685,510	0.65
August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	282,490	0.27
October.....	11	29	7,100	67,010	0.06
November.....	8	18	4,392	59,740	0.06
December.....	13	22	3,836	56,050	0.05
*1960: January.....	13	20	3,531	58,440	0.06
February.....	14	25	3,994	50,320	0.05
March.....	19	27	3,237	26,820	0.03
April.....	15	29	2,476	26,870	0.03
May.....	21	38	7,152	74,900	0.07
June.....	24	43	7,309	53,260	0.05
July.....	22	37	5,067	37,770	0.04

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JULY 1960, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	24	460
Fishing.....			
Mining.....	2	84	690
Manufacturing.....	15	2,381	19,390
Construction.....	10	1,827	9,630
Transportation, etc.....	2	56	60
Public utilities.....			
Trade.....	7	695	7,540
Service.....			
All industries.....	37	5,067	37,770

TABLE G-3—STRIKES AND LOCKOUTS, JULY 1960, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	2	29	420
New Brunswick.....	1	98	540
Quebec.....	2	185	830
Ontario.....	23	3,423	25,420
Manitoba.....	1	93	1,860
Saskatchewan.....	2	102	1,280
Alberta.....	1	540	540
British Columbia.....	4	563	6,850
Federal.....	1	34	30
All jurisdictions.....	37	5,067	37,770

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY 1960

(Preliminary)

Industry — Employer — Location	Union	Workers In- volved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			July	Accu- mulated		
MANUFACTURING— <i>Rubber Products—</i> Kaufman Rubber, Kitchener, Ont.	Rubber Workers Loc. 88 (AFL-CIO/CLC)	345	7,760	10,350	June 25	Wages, union recognition, modified union shop, check off~
Firestone Tire and Rubber, Hamilton, Ont.	Rubber Workers Loc. 113 (AFL-CIO/CLC)	800	3,200	3,200	July 6 July 12	Piece work rate on new tire building machine~ Return of workers.
<i>Iron and Steel Products—</i> Otao Limited, Orillia, Ont.	Steelworkers Loc. 4657 (AFL-CIO/CLC)	130	1,950	7,010	June 1 July 25	Wages, union security~6¢ an hour increase the first year, 4¢ an hour second year, voluntary irrevoc- able check-off, escape clause, two additional paid statutory holidays.
<i>Non-Metallic Mineral Products—</i> Dominion Glass Co., Redcliff, Alta.	Glass and Ceramic Work- ers Loc. 201 (AFL-CIO/ CLC)	540	540	540	July 19 July 21	Heat conditions in plant~ Return of workers, con- ditions to be investigated.
CONSTRUCTION— Foster Wheeler Co., Sarnia, Ont.	I.B.E.W. Loc. 530 (AFL- CIO/CLC)	338	2,370	2,370	July 14 July 25	Washroom facilities~Ret- urn of workers, pending meeting re conditions.
Kenora and Rainy River Dis- trict Contractors' Association, Fort Frances, Kenora, Rainy River, Ont.	Carpenters Loc. 1669 (AFL-CIO/CLC)	300	2,700	2,700	July 19	Wages~
Electrical Contractors' Associa- tion, Ottawa, Ont.	I.B.E.W. Loc. 536 (AFL- CIO/CLC)	325	1,950	1,950	July 22	Wages~
Construction Aggregates, Steep Rock Lake, Ont.	Steelworkers Loc. 3466 (AFL-CIO/CLC)	600	600	600	July 12 July 13	Removal of one tug from dredging operations, senior- ity rights~Return of workers.
TRADE— Three hardware firms, New Westminster and Vancouver, B.C.	Retail, Wholesale Em- ployees Loc. 535 (AFL- CIO/CLC)	515	6,180	28,170	May 6 July 20	Wages, fringe benefits~5% increase for female help the first year, \$7.50 a month the second year, reduction in hours, improved vaca- tion scheme.

Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local

offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 877.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspé includes Causapsal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Îles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Explanatory Notes to "Current Labour Statistics"

(a) These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (About 30,000 households chosen by area sampling methods in approximately 110 different areas in Canada are visited each month). The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that had jobs or that did not have jobs and was seeking work during the survey week.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

OCCUPATIONAL MONOGRAPHS

in the

“CANADIAN OCCUPATIONS” SERIES

This Series is prepared by the Economics and Research Branch of the Department of Labour to help young people choose a career, and as an aid to those engaged in vocational guidance work. Each booklet covers an occupation or occupational field, outlining the kind of work done, the preparation and training needed, how to enter the occupation, career opportunities and employment outlook.

MONOGRAPHS

TITLE	Catalogue No.
1 Carpenter, 1957.....	L43-0157
*2 Bricklayers and Stone-Masons, 1954.....	L43-0254
3 Plasterer, 1954.....	L43-0354
4 Painter, 1957.....	L43-0457
*5 Plumber, Pipe Fitter and Steam Fitter, 1957.....	L43-0557
6 Sheet-Metal Worker, 1954.....	L43-0654
7 Electrician, 1954.....	L43-0754
8 Machinist and Machine Operators (Metal), 1958.....	L43-0858
*9 Printing Trades, 1957.....	L43-0957
*10 Motor Vehicle Mechanic, 1960.....	L43-1057
11 Optometrist, 1958.....	L43-1158
*12 Social Worker, 1957.....	L43-1257
13 Lawyer, 1958.....	L43-1358
*14 Mining Occupations, 1957.....	L43-1457
15 Foundry Workers, 1957.....	L43-1557
*16 Technical Occupations in Radio and Electronics, (being revised).....	L43-16
17 Forge Shop Occupations, 1959.....	L43-1759
18 Tool and Die Makers, 1959.....	L43-1859
19 Railway Careers, 1954.....	L43-1954
*20-35 Careers in Natural Science and Engineering, 1953 (one booklet).....	L43-2053
36 Hospital Workers (Other than Professional), 1954.....	L43-3654
*37 Draughtsman, 1955.....	L43-3755
38 Welder, 1955.....	L43-3855
*39 Careers in Home Economics, 1956.....	L43-3956
40 Occupations in the Aircraft Manufacturing Industry, 1956.....	L43-4056
*41 Careers in Construction, 1957.....	L43-4157
42 Medical Laboratory Technologist, 1957.....	L43-4257
*43 Careers in Meteorology, 1958.....	L43-4358
44 Teacher, 1959.....	L43-4459
45 Physical and Occupational Therapist, 1959.....	L43-4559
46 Office Occupations, 1960.....	L43-4660

All monographs in the “Canadian Occupations” series are priced at 10 cents per copy, with the exception of *Careers in Natural Science and Engineering*, which is 25 cents. A discount of 25 per cent is allowed on quantities of 100 or more of the same title.

Send remittance by cheque or money order, made payable to the Receiver General of Canada, to The Queen’s Printer, Ottawa, Canada.

School guidance counsellors should inquire from their provincial Department of Education for supplies.

FILMSTRIPS

*The Department of Labour, in collaboration with the National Film Board, has prepared a number of occupational filmstrips based on titles in the “Canadian Occupations” series. Titles covered to date are indicated by an asterisk. Monographs 20-35 have been covered in two filmstrips, entitled *Careers in Natural Science and Careers in the Engineering Profession*.

Filmstrips are priced at \$1.50 each and may be purchased from the National Film Board, Box 6100, Montreal.